

Local Government SERVICE

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**LONDON
BEATS THE
BOMBS**
—Page 242

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THREEPENCE

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LET BRITAIN SHARE IN LONDON'S BATTLE!

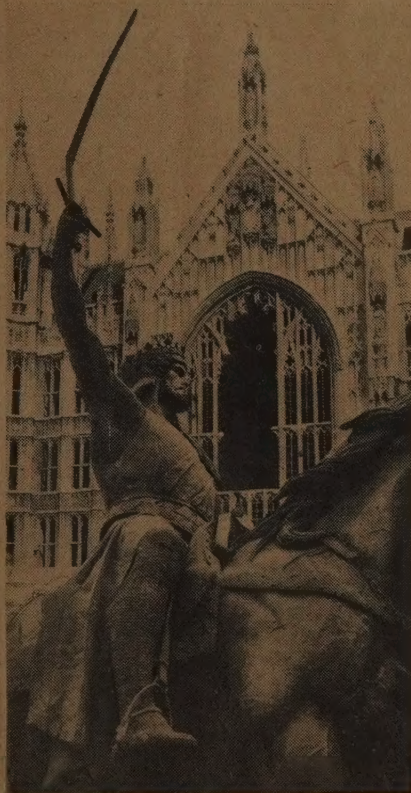
THE coming winter of warfare on the home front, with its promise, for London and some of the bigger provincial cities at least, of 12, 14, or even 24-hour alerts, heavier bombing, shelter sleeping, and steadily increasing armies of homeless, is certain to bring even bigger problems, personal and administrative, than those which have already almost overwhelmed local government staffs. That those staffs have proved equal so far to the colossal burdens already thrust upon them is demonstrated in the article we publish this month from an unbiased journalist—member of a profession not usually noted for partiality towards the official. Officers will accept his praises with gratitude but without complacency. They know—none better—the difficulty of the tasks before them. And, while they may not share entirely his criticisms of Whitehall, they know that they will be unable to meet those tasks with equal success without much more help from above than they are getting at present.

Spirit of the Ear-Plug

THIS is no time for recrimination. However strongly we may condemn the long pre-war wrangle over the finance of civil defence, the refusal to build deep shelters when time, labour, and material were all available, the failure to conceive and prepare for the armies of homeless, the fiasco of evacuation, and the over-emphasis upon the gas danger, mere condemnation will not repair the results of those errors. Only a drastic and speedy reversal of policy, an imaginative grasp of the extent of the problems, and a firm determination to solve them at whatever cost will do that—and upon those needs we are entitled, as citizens as well as administrators, to insist.

While some improvement is apparent, notably in the rest centres, billeting of refugees, and use of military Pioneers to clear wreckage, there is still abundant evidence of the old spirit of ostrichism, of which the provision of deep ear-plugs as a substitute for deep shelters is the crowning example. Does anyone, incidentally, outside the Ministry of Home Security, use those pathetic pacifiers?

At the moment, public morale is still good, even in the most-bombed areas. But it will not remain so, particularly if the growing pressure of easily remedied inconveniences is allowed to become unbearable. Already, indeed, grumbling is becoming apparent—



Head erect, sword bent but unbroken, Richard Coeur de Lion stands outside Westminster Hall—opposite NALGO's London headquarters—symbolic of the bomb-scarred capital's grim defiance.

not at the bombers and the tragedy and havoc they bring, but at the discomforts of feeding, travel, sleeping, and shopping. The Cockney will stand the bombing with his customary grim and stoical humour; he will not stand discomforts that he knows can be avoided given sufficiently vigorous action by the authorities.

Powers Unused

THE main ground of criticism is that in this as in other matters the Government is failing to use to the full the ample powers it possesses. In certain areas of London, for example, traffic dislocation imposes considerable hardship on workers, thousands of whom take two, three, and even four hours, often while raids are in progress, to travel between home and office or factory. This situation is already serious; it will become critical when shortening nights advance the hour of the evening alert to six and even five o'clock. As we write comes news that 2,000 passenger vehicles from the provinces are being sent to London to augment existing services. This is an encouraging step. But is it enough? We doubt it. What is needed, we suggest, to transport the millions of workers speedily and in comfort is not two but twenty thousand vehicles, including a large proportion running express to the outer suburbs, and the simultaneous exclusion of private cars from the affected districts to give them the fullest freedom of movement. Admittedly such a measure would involve hardship to the private motorist and to bus travellers in the provinces, yet their troubles would still be less than those of the bombed Londoners who surely deserve the best, not the worst, facilities with which the nation can provide them.

Speed Up the Shelters!

IN the same way, the entire resources of the nation, not of the hard-hit Metropolitan boroughs and L.C.C. alone, should be organised to cope with the problems of building deep shelters, feeding the gasless and waterless populations, housing and clothing the homeless, and restoring damaged utilities. The basements of every steel-frame building in the capital and of many equally strong ones, should at once—and without the delays involved by the procedure of committee and departmental approval—be taken over for use as sleeping shelters, armies of builders and carpenters should be brought in from all over the country to equip them with bunks, and stocks of bedding and other material should be commandeered from warehouses and shops everywhere. Simultaneously, the thousands of unemployed miners should be brought into London to build new tunnel shelters—not mere caverns excavated haphazard, but so planned that they will be of permanent post-

war value, either as underground garages or as arterial roadways. The Brassey Report on London road transport, now reposing in some departmental pigeon-hole, postulated such subterranean highways as essential if London were not speedily to be brought to a standstill by the rising blood-pressure in its inelastic traffic arteries. Why not start building them now and thus solve the shelter problem and prepare for post-war reconstruction at the same time?

Deep Shelter Essential

BEFORE doing that, however, Whitehall must be brought to admit frankly and fully that in congested areas, where bombing is heavy and prolonged, deep shelters are essential. The original plan of dispersal in small surface shelters was excellent in theory, and would have kept casualties low. But the public is not interested in theory. It has seen surface shelters shattered by direct hits; it has experienced their cold, dark discomfort; worse, it has known the terror of listening to bombs and barrage through their sound-transparent walls and roofs. If it must face death nightly, it insists on doing so in company, warmth, and light and in some place sufficiently sound-proof to permit of sleep. This may be illogical—we know that some of the worst tragedies of the Blitzkrieg have occurred in so-called deep shelters. But it is fact, and must be faced.

Mobilise the Nation!

THE same principle of national rather than local mobilisation must be applied to the other problems. To clear its wreckage and free its streets, London needs, not 5,000 AMPS for "a few weeks," but 25,000 for as long as bombing lasts, aided by a vast army of technicians and labourers recruited from the entire country to repair gas, water, and electricity supplies within hours of their bombing, not days and weeks. To argue that this is not proper work for troops is ridiculous. Is not London to-day the nation's front line? Are not its workers just as much warriors as the airmen and sailors who defend it? Is not its continued efficiency vital to victory? To feed the thousands of homeless, the thousands more without gas, and the men whose wives and families have been evacuated, it needs hundreds of communal kitchens providing full meals, not merely tea, pies, and sandwiches, throughout the day. To house the homeless, every habitable building, without regard to site or ownership, must be requisitioned. Where families are moved into other areas they must be enabled to do their shopping at prices they can afford to pay. It is fantastic to move a woman from Mile End to Mayfair and expect her to buy her groceries in Bond Street.

Compulsory Evacuation?

EVACUATION must be greatly accelerated—not merely by billeting, with its many drawbacks, and not merely from one danger area to another. If necessary, it must be made compulsory. There are still many big country houses, either empty or housing families much too small for them, that could be taken over, if necessary by the forcible removal of their occupants. Such houses should be ruthlessly commandeered, even at the cost of personal hardship. The sacrifice of the dispossessed, acute as it may seem, would yet be trivial in comparison with the sacrifice of those who have lost everything save the clothes they wear and who have borne for weeks the full brunt of the Nazi terror. Once taken over, the houses should be converted into communal hostels, staffed and run by some of the thousands of men and women who, after fourteen months of war, are still eager and waiting to give their services to the nation.

Drastic Remedies Essential

THESE are drastic measures, but the situation is critical and demands them. London's morale still stands firm, but it will not remain so indefinitely, especially when its people see obvious remedies ignored or applied only after intolerable delay. To mention one small example within our personal knowledge: five months ago an excellent deep basement, dry, lit, distempered, adequately protected, and capable of sheltering 200 people was offered to a London council as a public refuge. Al that was needed to make it perfect was the

BLAME THAT MAN!

We regret that the journal appears late this month. The fault lies with a certain Nazi airman, who chose to drop three bombs around the editorial offices at a time when his enterprise was particularly inopportune.

It is possible that one or two contributions have been lost in the debris. If contributors find that their writings have neither been published nor acknowledged, will they please let the editor know? His address until further notice is 192, Edgwarebury Lane, Edgware, Middlesex.

All contributions for the December number should reach the editor there not later than November 14.

construction of an emergency exit—a job four men could have finished in a day. The job has still not been done, and the shelter, though near to a congested area, is still unused.

The time has come for plain speaking. Criticism and the demand for action is not defeatism—but ostrichism and the policy of the earplug, combined with fine but empty promises may well lead to it. We did not get the B.E.F. out of Dunkirk by relying on the Navy, magnificent as its work was, but by mobilising everything that could float, from pleasure-boats to fire-floats. We must apply the same direct, decisive, and imaginative methods to the Battle of London and our other big cities. The bombed populations will see it through, whatever demands are made on their courage and endurance. But they have earned the right to demand that the rest of the nation shall share the job with them. Happily, today there are signs that the position is being appreciated and the remedies applied. By the time these words are read many of the problems mentioned may be well on the way to solution. So, at least, we hope.

Bring up the Reserves!

THE same policy of national organisation should be applied to civil defence. In London, Liverpool, and the other heavily attacked areas, wardens, police, firemen, rescue and demolition squads, casualty staffs, local government officers, and many more are working up to and beyond the limits of human endurance. Elsewhere, large numbers are still standing by, eager to be on the job, irking at their enforced idleness. This is a manifest waste of human energy. In the factories, elaborate measures have been taken to ensure that every machine and tool is employed to fullest capacity. Cannot a similar organisation be applied to the human material available?

The problem is not simple, but it is not insoluble—and in war we do not recognise the word impossible. NALGO is already tackling it and, as is reported on page 249, the emergency committee of the N.E.C. is raising with the Regional Commissioners the possibility of an exchange of administrative staffs between authorities in bombed and unbombed areas. Such a scheme would have a double advantage: it would give rest and sleep to men and women urgently in need of it, and it would enable those in the safer areas to secure invaluable "front line" training.

How NALGO Can Help

NALGO is also playing its part in another aspect of this work. Branches throughout the country are being invited to organise private hospitality for tired civil defence workers and officers from the target areas in their own districts, and the collaboration of the Regional Commissioners is being sought. The idea at present is that branch secretaries should arrange for their own members to offer rest in their homes to other local government officers, and for members of the public to render the same service to civil defence workers outside the Association, either free of charge or at nominal rates for board and lodging. Not long ago, an appeal in these columns for similar hospitality for Dutch troops on leave met with a remarkable response. We feel sure that the response to this scheme will be even greater.

Nor should branch secretaries forget that Nalگو House, Matlock, is always available for members in urgent need of recuperation in an atmosphere of peace, far from the siren's shriek. Since the house is an approved convalescent home, a medical certificate declaring that the person concerned is in need of rest, is required. It is not essential to send the certificate to Headquarters, provided the branch secretary is satisfied with it. He can usually arrange for immediate admission by telephoning to Croyde 212. The charge to NALGO members is 7s. 6d. a day—6s. if they are also members of the Benevolent and Orphan Fund.

Aid for the Victims

NOW that numbers of NALGO members are themselves suffering directly or indirectly from the bombs, branches should consider what they can do to help the victims and their families. Three useful suggestions have already reached us.

One is that branches should compile a register of members willing to offer temporary shelter to colleagues bombed out of their homes and unable to find refuge immediately with friends or relatives. This is a service of which any of us may stand in need at any time and most would be ready to offer it.

The second suggestion is that, where possible, branches should start a fund from which immediate financial help can be given to members whose homes have been hit and who have lost everything, to carry them over the awkward interval before they can make arrangements for the future.

Thirdly, it is suggested that branches should appoint a small committee to help the dependants of any of their members who may be killed or seriously injured. The committee might invite members to register, confidentially, details of their affairs, so that every assistance can be given without worrying inevitably distressed relatives.

Co-ordinating War Appeals

LOCAL government officers, through NALGO headquarters, and directly in various ways, receive many appeals to contribute to charity, and, to judge from lists of contributions published in local newspapers, give generously and often. But the making of many separate appeals involves waste of time, labour, and money. It would surely be more efficient to co-ordinate them.

A splendid example of such co-ordination has been given by the Norfolk War Charities Appeal Council, with which the Norfolk and Norwich branches of NALGO are associated. The council makes one appeal for all war charities and has already collected more than £10,000. Congratulating it on this achievement recently, Sir Will Spens, Civil Defence Commissioner for the Eastern Region, suggested that the scheme might with advantage be adopted elsewhere. We echo that suggestion.

IS the Conditions of Employment and National Arbitration Order to be the Charter for trade unionism which the Minister of Labour—and, through him, the Government—clearly intended it to be, or is it to be wrecked from the start by legal quibbles raised by obstructive employers? That is the challenge thrown out to NALGO to-day. NALGO is ready to accept the challenge.

In the Association's view, the Order, as we stated in the comprehensive review of its provisions published in LOCAL GOVERNMENT SERVICE in September, "amounts to a statutory recognition of collective bargaining in every industry and undertaking (including local government) and, still more, a statutory enforcement of that collective bargaining."

This opinion is based both upon a general view of the Order and upon a detailed examination of its provisions. It may be well to repeat the grounds for our conclusions.

A memorandum explaining the origin and objects of the Order, published by the Ministry of Labour and National Service, after revealing that it was prepared in the light of unanimous joint recommendations made to the Minister by representatives of the British Employers' Confederation and the Trades Union Congress, declares:

"As stated in the joint recommendations to the Minister, it is desired that disputes should be settled as far as possible by the joint machinery of the employers' organisations and the trade unions. It is recognised that, to achieve the purpose of the Order, it is necessary not only to strengthen existing machinery for the settlement of differences but also to require recognised wages and working conditions to be observed and so to minimise the causes of dispute. Consequently, while Part I of the Order provides for conciliation and arbitration, Part III makes it obligatory upon employers in every district to observe terms and conditions which have been settled by collective agreement or by arbitration for the trade concerned in that district."

The Order itself gives legal effect to these recommendations, as the following extracts show:

"The Minister shall consider any dispute . . . reported to him . . . and if in his opinion suitable means for settling the dispute already exist by virtue of any agreement to which the parties are organisations representative of employers and workers respectively, he shall refer the matter for settlement in accordance with those provisions . . ." (Part I, Art. 2(2).)

"Any agreement, decision or award made by virtue of the foregoing provisions of this article shall be binding on the employers and workers to whom the agreement, decision or award relates . . ." (Part I, Art. 2(5).)

"Where in any trade or industry in any district there are in force terms and conditions of employment which have been settled by machinery of negotiation or arbitration to which the parties are organisations of employers and trade unions representative respectively of substantial proportions of the employers and workers engaged in that trade or industry in that district (hereinafter referred to as 'recognised terms and conditions') all employers in that trade or industry in that district shall observe the recognised terms and conditions or such terms and conditions of employment as are not less favourable than the recognised terms and conditions." (Part II, Art. 5(1).)

"For the purposes of this Article . . . terms and conditions of employment shall not be deemed to be less favourable than the recognised terms and conditions if they are in accordance with the terms and conditions relating to workers engaged in similar work which are applicable under . . .

(b) any decision of a joint industrial council, conciliation board or other similar body constituted by organisations of employers and trade unions which are representative respectively of substantial proportions of the employers and workers engaged or employed in the trade or industry in the district in which the employer is engaged . . ." (Part III, Art. 5(2).)

"In this Order unless the contrary intention appears, the following expressions have the meanings hereby respectively assigned to them, that is to say: . . .

'organisation' means an organisation representative of employers or an organisation representative of workers as the case may be; . . .

'trade or industry' includes the performance of its functions by a public or local authority . . ." (Part V, Art. 7.)

If these clauses mean anything, they mean: 1. That wherever joint negotiating machinery exists, it shall be used in the settlement of disputes and the determination of conditions of employment; and

2. The conditions determined as a result of the use of negotiating machinery shall be binding upon all employers in the district covered by the joint negotiating machinery. Such machinery exists in local government.

There are now established provincial Whitley councils covering every part of the country, and a National Whitley Council upon which each of the provincial councils is represented. While many local authorities, to their shame, have failed to support the Whitley councils, a substantial proportion—employing, in some areas, between 80 and 95 per cent of all local government officers in those areas—are doing so. These Whitley councils provide the machinery envisaged in the Order, and their decisions should apply to, and be made binding upon, each local authority in the provincial council area.

That is the common-sense interpretation of an essentially common-sense measure. It is also NALGO's interpretation. But it is not, apparently, the interpretation of the Associations of local authorities. They, it would seem, by verbal jugglery, are seeking to evade the obligations laid upon them and thus to escape from provisions which the Government intends all employers to observe.

At its meeting on August 22, the Emergency Committee of the County Councils Association considered letters from the clerks of the Northants and Lindsey county councils, drawing attention to Part III of the Order and to the contention of the East Midlands provincial council that the Order made it compulsory for all local authorities to observe the decisions of provincial councils. The clerk of the Lindsey county council suggested that the use of the Defence Regulations "to compel employers and employees to adopt conditions of service against their will, when no trade dispute existed," raised an important question of principle and was "open to serious objection."

The committee was informed that the Association of Municipal Corporations was considering a similar contention put forward by the West Midlands provincial council, and proposed to take Counsel's opinion upon the precise effect of the Order in its relation to local authorities. It resolved to join with the A.M.C. in this course, and, in the meantime, to advise county councils to ignore communications from provincial councils in the matter.

Since then, the two Associations have taken Counsel's opinion. Although this has not been published, we understand that it is on the following lines:

Terms and conditions settled by the National Whitley Council and the provincial Whitley councils are not "recognised terms and conditions" within the meaning of the Order for two reasons:

(a) The terms and conditions settled by the National Whitley Council cannot be said to be in force "in any district" as is provided in Art. 5(1).

(b) The employers' sides of the national council and the provincial councils are not "organisations" of employers as defined in the Order. On the provincial councils they represent individual employers and on the national council they represent the employers' sides of the provincial councils.

From this, Counsel reaches the conclusion that the Order does not make it compulsory upon a local authority to observe the terms and conditions settled either by a provincial council or by the National Whitley Council, whether the authority is represented on the provincial council or not.

Were this argument to be seriously put forward it would mean reducing Whitleyism in local government to a hypocritical farce. For Whitleyism is no more than collective negotiation between employers and employees to settle, by round-table discussion, the problems common to both. All those local authorities which are represented on the provincial councils have subscribed to this doctrine. The fact of their membership of the councils implies a recognition of the virtues of such collective negotiation in contrast to direct settlement of disputes between each authority and its staff. They recognise that, acting jointly rather than individually, they are likely to benefit their staffs and themselves to attain fairer standards of salaries and service conditions and, as a consequence of those standards, to secure a higher and more uniform standard of service from their officers. And collective negotiation implies negotiation between organisations of employers and organisations of workers. To argue the contrary is to deny the whole collective process. Why bother to hold a joint meeting at all if you intend to go your own sweet way irrespective of the conclusions it reaches?

The associations of local authorities, it would seem, want the best of both worlds—Whitleyism when it suits them, anarchy when it doesn't.

We cannot believe that the better local authorities support this policy of each for himself and devil take the hindmost. Some of them have been pioneers of Whitleyism and have practised it for twenty years. They know its value and will be loyal to it. They will, we trust, have the courage now to repudiate the attitude adopted by their associations.

And NALGO will fight that attitude with all its force. It has placed its faith in Whitleyism, believing that only through collective bargaining and amicable round-table discussion can the staff problems of local government be solved to the benefit of the Service as a whole—local authorities as well as their staffs. It is prepared loyally to observe the decisions of Whitley councils, even when they run contrary to its claims and give less than it could obtain by other means. The war bonus award is a case in point. Many municipal staffs feel that the bonus granted is too small; many know that by independent negotiation with their authorities they could have obtained more. But they agreed loyally to abide by the formula approved by the National Whitley Council. And they expect a similar loyalty from the local authorities. To do less would be to connive in hypocrisy.

For these reasons, then, NALGO is determined to stand by the Whitley principle and to resist every attempt to torpedo it. If the wording of the Order leaves loopholes for legal torpedoes, it must be altered. Its intention is clear—and we support it. In taking this firm stand, the Association believes that it can count on the backing of the present Minister of Labour and the wholehearted support of its members.

LOCAL GOVERNMENT BEATS THE BOMBS—by a Fleet Street Journalist

Seeking an "outside" view on the way in which local government officers have played their part in the Battle of London, we asked a leading Fleet Street journalist, who has seen more than most of the results of the Blitzkrieg, to tell us, frankly and without favour or flattery, what he had found. Here is what he wrote, as he wrote it.

I HAVE been invited, as an outside observer, to discuss frankly and objectively how the local government machine, and the men and women who serve it, have tackled their job in the severely bombed areas of London.

Their task has been gigantic, but they have approached it with intelligence, courage and determination. That morale which has amazed and inspired the world owes much to the understanding and efficiency of local government officers, who have heartened the people of the small streets by their example, and their help.

Although I cannot claim to have made an exhaustive survey of the work which is being done, I can, as a trained observer, give a faithful report of what I have seen and heard during many visits to the bombed areas. My report is necessarily limited, sketchy, and incomplete. But at least it is a true recording of first-hand experiences in many districts during the past five weeks.

The general impression I have gathered is that, from the first, the men and women of the local government Service have been hampered and hindered by interference and red tape from the Government departments in Whitehall. The Blitzkrieg was long in coming, but it was sharp and sudden when it did come. It caught Whitehall unawares, flung Government departments off their balance, and unloaded an avalanche of ineptitude and ill-prepared schemes on to the shoulders of the local government officer.

Of course, he bowed under the first impact; but he quickly shook himself free from the debris of meaningless forms and counter-instructions, cut through the thickets of red tape which surrounded him, and emerged triumphant at the end of the first few days, slightly dazed but master of the situation.

Since those first days of confusion and dismay, the local government machine has worked smoothly and efficiently. The cogs and wheels are still sanded by the bureaucrats

of Whitehall, but the commonsense and resourcefulness of the local government officer provides sufficient lubrication to keep the machine in good working order.

Despite many pinpricks and discouragements, and faced by unpredictable situations and events, these men and women are tackling a daunting job with a real flair, gaining experience as they go and adding daily to the high reputation of the local government Service.

Help for the Homeless

FAMILIES which have lost their homes and their possessions by the destruction of Nazi bombs are being treated with kindly consideration tempered with firm efficiency by the local government officers and teachers who have been chosen for the tasks of giving them rest and food and finding homes for them in safer areas.

These men and women have the right touch for the folk of the East End, who need guidance and encouragement as well as discipline and action. Local government officers have worked among these people for so long that they understand their idiosyncracies and often involved mental processes, as well as their innate kindness, courage, and good humour. That knowledge and experience is standing them in good stead now and making it possible for them to work a machine not too well designed by the Whitehall pundits.

Their main difficulties arise from the lack of foresight and absence of a prepared plan handed down to them by those whose job it was to organise relief in the event of an emergency. The emergency was long in coming, and when it did it caught Whitehall—and County Hall as well—on the wrong foot.

The problem of feeding the homeless while billets are being prepared for them provides a good example of the lack of foresight displayed by Whitehall.

While all arrangements had been made for



Their home in the East End a heap of rubble, these Londoners survey a new world from a West End "luxury flat." But where are they to shop? They cannot afford to pay West End prices.

providing temporary rest and feeding quarters for distressed families, no consideration had been given to the question of employing kitchen staffs experienced in catering for large numbers. Adequate food supplies in reasonable variety were sent by the Ministry of Food to centres prepared by the Ministry of Home Security, but when the food arrived there was, in most rest centres, no one to cook it.

This gap in the official plan was quickly filled by officers of the local councils in co-operation with the Women's Voluntary Service and church and welfare workers. Now there are competent kitchen staffs at most feeding centres, but the confusion and disorganisation during the first days of the Battle of London caused a great deal of unnecessary hardship to the homeless folk of the poor streets.

A serious problem has still been left largely untackled, however, by the failure of the authorities to provide feeding facilities for men who have a job to go to but whose families have been evacuated.

In one case which I investigated, a working man doing a job of national importance has had to join his evacuated family because he could not get enough to eat. His home was destroyed, and a daily diet of coffee-stall-snacks was wearing away his vitality.

This problem of feeding "grass widowers" who have had to stay behind has become so serious that I understand it has been taken up with the authorities by some of the trade unions. There are thousands of men still going to work with only a slice of bread and margarine and a cup of tea inside them.

In answer to an urgent appeal, the Y.M.C.A. sent a mobile canteen to the East End at a point where workers congregate, but the most they could supply consisted of 2d. meat pies and 1½d. cakes. These working men do not want charity. They do not want food for little or nothing. They are willing to pay for their meals—but they cannot get them.

Apart from this particular problem, the plight of the homeless is now being met more than adequately. Most today are given a good rest, several well-cooked hot meals, and transport to prearranged billets. They are being treated with every consideration, and in return they are deeply grateful for all that is being done for them. I have noticed that local government officers go out of their way to exercise tact and friendliness in their relations with these homeless people.



Communal kitchens, providing a two-course meal for 8d., are meeting an urgent need in gas-less areas. Many more are wanted—especially to feed men whose wives are evacuated.

Evacuation Red Tape

THE problem of evacuation presents greater difficulties, and is hedged round with red tape and obstruction from above.

Evacuation plans were prepared by the L.C.C. and the local councils with care and thought, but the Blitzkrieg came so suddenly that these plans entirely miscarried, at least in the East End. For about a fortnight there was great confusion. Gradually, however, the local councils mastered the situation, and it can now be said that the organisation of evacuation is running smoothly, despite attempts by Whitehall to confuse the issue with conflicting instructions and innumerable forms.

The general impression is that, while local councils are functioning adequately, the Ministry of Health has by no means tackled its job properly. Without the constant attention of local government officers, the Ministry machine would be almost unworkable.

Here is an instance of the kind of avoidable friction which affects its efficiency. A certain family known to me wanted to be evacuated. At the instance and by the initiative of the local council it was arranged that the mother and her younger children could go to safety. But the eldest girl, of 17, could not accompany them because she was over age.

Whitehall replied to the local council's SOS that the girl might go with her family if the mother could find a billet for her. But what mother would leave her 17-year-old daughter alone in the bombed streets of the East End while she wandered about some country town looking for a billet to suit her humble purse? The result was that the whole family stayed in London, a burden to hard-worked officials who would have sent them all away if they had been given the power.

What seems to be needed is a comprehensive scheme whereby anyone who wants to be evacuated can be. The Ministry should find billets for homeless people, but in many cases the Army gets in first. What those in touch with the problem suggest is that there should be separate zones for military occupation and for civil billeting.

Here again, the ineptitude of Whitehall departments is being countered by the resource and efficiency of local government officers in co-operation with various voluntary organisations. Without them, the muddle and disorganisation of the early days would have been ten-fold.



Children find it fun to eat their dinners in an L.C.C. emergency kitchen depot. But it would be more fun still in the country—if mother could be persuaded to take them.

More Wardens Wanted

THE wardens in the bomb-affected areas of London are doing their job with fidelity, diligence, and courage; but there are not nearly enough of them. Many are on duty for the 24 hours of the day. This means that the numbers at certain posts become so depleted that those on active duty dare not desert their places for fear of leaving them unattended.

An instance of this is to be encountered in a deep shelter beneath an East End recreation ground. Here, a woman telephonist is often left alone for hours on end. When her home was smashed by a bomb a few nights ago, she was unable to leave her post to salvage her property. She is worn out with lack of sleep.

Further, the assistance given to wardens who are injured or suffering from stress does not appear to be adequate. One warden, with severe shock, found that when the incident which affected him occurred his service was

six days short of the full year. As a result, he now receives only the ordinary panel benefit of an employed worker, and has had to forfeit the total benefit of 15s. to which he would be entitled had his service been for 366 days, instead of only 360.

Yet this man came through a terrifying experience in the course of his duties. On September 9, one of the worst nights of the Blitzkrieg, he was sent to a nearby wharf. The wharf was ablaze, he could not find his colleague, and was unable to telephone his post for instructions. He made his way back through bombs and gunfire and was caught in the blast of a high explosive bomb which threw him bodily over the sandbag emplacement outside his post.

He did not complain of the fact that he was denied the full benefit. He simply put his case before a welfare worker in the district because he felt that men undertaking such service should know of the treatment they were likely to receive.

Like all the wardens, he is doing his job conscientiously and well. They have the confidence and respect of the people and play a major part in maintaining morale.

Scandal of the Shelters

IT is generally felt that the shelter accommodation in the East End is utterly inadequate and indeed, in some cases, a positive disgrace. The so-called deep shelters are damp and draughty and many of the surface shelters have not yet got electric light, despite the assurances of the authorities.

The people have got to use the surface shelters, but many do so with a real sense of misgiving.

The shelter connected with a large church mission is exceedingly popular, sometimes embarrassingly so, but while, on a recent night, it was overcrowded, a similar shelter in a nearby street had only two people in it.

Inquiry into the reason disclosed that the second shelter was overshadowed by a large block of flats, and the people feared that if the flats were hit they would fall on the shelter.

A few days later, that fear was realized.

The shelter marshals and air-raid wardens do their job well, shelters are kept reasonably clean and habitable, but the people have not that confidence in them which is essential. Nor do they yet find the comfort, quiet, and



Their home a school, their bedroom a tube station, these "bombed-out" Londoners are still cheerful—thanks to the fine work of L.C.C. and borough council officers. But safer and happier homes can—and must—be found for them before the winter comes.



Rescue parties are working with unexampled heroism and endurance, risking their lives, day and night, to save others. But there are too few of them. Why not bring in the Royal Engineers and the R.A.M.C.? It is their job to look after the front-line fighters.

ventilation which the Government has assured them will be provided. Many of them, including numbers of lonely old people, prefer to stay in their own rooms and take their chance.

This situation is not the fault of the local authorities or their officers, but again of lack of understanding from above. There is an increasing demand for well-equipped deep shelters or, failing them, complete evacuation of the severely bombed areas.

Rescuers' Tireless Heroism

THE rescue parties have done their work with great efficiency and heroism. Many of their members have been killed. They have a terrible and a dangerous job, fighting for the lives of their neighbours while risking their own under the A.A. barrage and falling bombs.

Here, again, the numbers are too few. Many rescue squads have had to work for 12 or 14 hours without a break, digging with bleeding hands, often in darkness.

I spoke to one of these rescue workers last week. He told me that he was a commercial artist and had joined the rescue squad in the hope that he would be able to do his bit and at the same time carry on with his job at the easel. He had contracts with advertising firms bringing in between £10 and £15 a week. He found that, after weeks of back-breaking work, clawing with his bare hands in mounds of shattered wood and stone, he was physically and mentally incapable of artistic and creative effort.

I asked him why he did not resign and concentrate on his own work. His reply was typical of the men of this service: "I couldn't give up now. The other night we rescued six of a family of seven. I was terribly discouraged when we had to give up our attempts to reach the seventh—the head of the family. I thought to myself: 'If only we could have got that seventh,' and I realized that if I gave up, and others like me, we might not even reach the sixth. One wet night I held two babies in my arms, both yelling lustily. I couldn't go back to my easel while there is that kind of work to be done."

The rescue parties have been accused of slowness and delay. From what I have seen of their work, I can only express my amazement at their tireless heroism. They know

what they are doing. You do not work like a navy with a pick and shovel in debris containing human lives. Their slow, gentle, patient work is essential to the job of rescue.

Clearing the Debris

THE work of the demolition squads has been augmented recently by the addition of 5,000 members of the "Amps"—the Pioneer Corps. Until this addition, their work was necessarily limited by the smallness of their numbers, and it is this reason and not any dilatoriness on the part of the squad personnel which accounts for the heavy accumulation of debris.

The demolition squads adopted the only possible policy in the circumstances—that of clearing away dangerous structures, removing obstructions from pavements, and making the roads fit for traffic as quickly as possible. This essential work they have done with verve and promptitude. It is thanks to them that traffic has been able to run smoothly after only a few hours' delay, and that civilian casualties have not been added to by falls of tottering masonry.



Even without water, Londoners can smile. Repairs to damaged services have been done speedily. They must be, if serious hardship and risk to health is to be avoided.

Speedy Repairs

THE work of maintenance and repair has been conducted by the local authorities and their officers with speed and efficiency. In most areas, an average of only a fortnight's delay exists between the notification of damage and the protective work—and in some places this period is much shorter. Considering the widespread havoc in some districts, this is fast work. No permanent repairs can be guaranteed, but weather-proofing of damaged houses is highly appreciated and is all that is immediately necessary.

Storage and removal of furniture from damaged houses has now been added to the services of local councils. This facility is of great help to householders who have found new homes but who are unable to pay the high charges now made by private firms.

Hospital Heroines

NO praise can be too high for the municipal hospitals—in fact for all hospitals, for their work has been generally magnificent. Many have become casualty and clearing stations with all the responsibilities and difficult conditions of a field hospital. They have worked manfully to treat the injured and shocked, and their quick response to every emergency has saved many lives and has instilled hope and courage into the people of the distressed areas.

I have personal knowledge of two cases. One is a young voluntary warden who suddenly contracted pneumonia—one of the fruits of working in shelters—and the other a woman welfare worker whose leg was badly crushed by falling debris. They were both taken to the local municipal hospital, where aid was so prompt that both were soon convalescent. There is no doubt in my mind that their lives were saved by the promptitude of the hospital staff.

What one admires most is the courage of the young nurses. Casualties come and go, but they continue with their work in the danger zones, unflinching in their service to the injured and distressed.

Summing Up

I ADMITTED in my preliminary remarks that I had made no exhaustive study of the work of local government officers in the bombed areas of London, and this will have become evident to the reader, especially those who are in close touch with the situation. But at least I have attempted to give a frank and accurate account of what I have seen and heard. All the evidence I have collected leads me to the conclusion that the local government machine and the men and women who serve it have risen to the hour and dealt resourcefully and courageously with the greatest emergency they have ever faced.

By A. J. Mortimer.

EARLY one sultry morning in July, in a sky filled with lowering thunder-clouds, a large bomber appeared over Brighton. It unloaded a cargo of bombs on the eastern end of the town, then disappeared out to sea. The raid did more good than harm. Each of the various A.R.P. services—wardens, A.F.S., rescue and demolition squads, and so on—worked magnificently in its own sphere. The second-line local government services—feeding and sheltering of the homeless, assistance, rehousing, first-aid repairs—also stood up well to the test. Many lessons were learnt, however, one of the most important being the need for co-ordination of the local government effort and the establishment of a centre as near as possible to the incident from which this work could be administered.

During the lull which followed, the chief sanitary inspector was appointed liaison officer, to work with his own staff and voluntary workers. His duties were to go to the scene immediately bombs were dropped, on instructions from control centre, to call out whatever staff he considered necessary, and to set in operation any services required, apart from the normal civil defence services—in short, to maintain liaison between the various services, and between them and the A.R.P. Controller. He was to set up an office as near to the bombed area as practicable.

Some days later, after an incendiary bomb attack which caused little damage, came time-bombs and one or two H.E., again at the eastern end of the town, and at the unpleasant hour of 2 a.m. The second-line services got going, and by daybreak many evacuated families had been housed or temporarily sheltered in halls. An ideal site was found for the liaison office just beyond the danger zone of a time-bomb.

Establishing a liaison office, incidentally, often involves a smart piece of house-breaking. The premises selected are usually empty shops, and it is necessary to break in, often in darkness, and fit up the building with office furniture and all essentials, including, of course, the 'phone. We learn by experience, however, and now this is all done in an hour or so, thanks to the staff including people whose knowledge is extensive and peculiar.

On Saturday, September 14, our minor Blitzkrieg began. The Drake touch was provided by the liaison officer and some of his staff, who were playing bowls at Rottingdean. An alert had been sounded; they heard explosions in the distance. A message was sent to control centre, and they covered the four miles between themselves and the incident in record time. The usual shop-breaking followed, and the remainder of Saturday was a time of gruelling work for all concerned. The office was kept open all night, and this time was added the unpleasant task of breaking the news of casualties to anxious relatives. The number of casualties was fairly heavy, council houses, a block of flats, and a cinema being among places hit. Sunday and the days which followed were filled with heavy work, slowly lightening. In the liaison office worked representatives of the food control department, the Assistance Board, housing department and borough surveyor's office. Thanks to this scheme, no person in Brighton can legitimately complain that he had to go from office to office to clear up problems left by the raid.

We have had several more incidents since then, and have abandoned all idea of seeing our homes except for sleeping. In the most recent raid the office was equipped and dealing with a stream of callers within 1½ hours of the bombs dropping.

The liaison scheme undoubtedly has proved its worth in Brighton, and many times the public using the office have voiced their

appreciation. On all sides in this town the local government staff has worked long hours for no reward other than the consciousness that they have given help where it was needed.

As one member of the staff was heard to say to a harassed citizen! "We can't stop them dropping things, but we can at least see that the mess is cleared up in double quick time."



Thousands of mothers and children under 16 are being evacuated from the bombed areas. But tens of thousands remain, unwilling to leave older children, husbands, brothers, with nobody to look after them, fearful of finding uncongenial billets. Given communal homes in the country and hostels for the men left behind, evacuation could be made compulsory.

The Self-Contained Billeting Officer

By H. Wilson

IN my borough, most of the sanitary inspectors are billeting officers. My first experience after bombing was to be hauled out of bed at a very early hour and sent to a hall where I was told that people were waiting to be dealt with. There were 500 people in the hall—some out of destroyed houses, some out because of delayed action bombs. My only office equipment was a few sheets of foolscap in my pocket, and my fountain pen.

By shouting at the top of my voice, I got silence for a moment, announced that I wanted particulars of everyone present, and got going, registering, answering questions, advising on this, that, and the other. Soon the numbers began to get less. Later I got two women to help with the registration, and left them carrying on whilst I went to the Town Hall to get billeting books and other material.

Many people were billeted on friends and relations in the area; many went out of the district—taking a letter from me to the billeting officer of the area they were going to; and some had nowhere to go. During the late afternoon and evening I succeeded in billeting all who could not make their own arrangements, and by 8 p.m. the hall was empty.

In a large borough, reception halls nearest to the bombing are opened. After my first experience, I decided to keep all the materials necessary for a complete reception and billeting office in the saddle-bag of my cycle. In this way I was able to start work anywhere in a few minutes. This has proved very useful—particularly when buses and trains have been disorganised, and A.R.P. services have been using all available cars.

One of the major difficulties at the start was the technique of handling nervous people; often some were so shattered by their ordeal that they were unable to answer the simplest question, and the slightest show of impatience on my part was disastrous. Foreigners were exceptionally difficult, and many of them so unreasonable that they had to be handled sharply. The aggressive type who wanted to run things their own way, and those who treated me as though I was the fellow who had dropped the bombs, tried my patience sorely.

One doesn't have time to think about meals—but fortunately the W.V.S. are usually about, and I have much to thank them for.

Another difficulty, apparent from the first, was that of knowing where all the people were. Friends and relations seeking victims of bombs expect to get immediate information wherever they happen to be asking. When a number of reception halls are in use, each keeps its own records, but inquirers are most indignant when told that their friends have not reported to this hall and may be at the next. Some of the homeless do not go to a hall at all, seeking refuge on their own, and the local authority thus has no record of them. But it gets blamed for not knowing all about them, none the less.

Many victims make much trouble for themselves by asking questions of the wrong people—road-sweepers, postmen, shopkeepers—anyone, in fact, but the man who knows the answer! When they finally arrive at the town hall and everything is cleared up for them, they protest most strongly about the way in which they have been "knocked from pillar to post" by the inefficient council officials whom they have the misfortune to pay!

LOCAL government officers in London, as well as in some of the more heavily bombed districts in the provinces, have, during the last seven weeks, been compelled to re-orientate their lives. Office hours have been "staggered"; frequently night has been turned into day and vice versa; we have learned to appreciate, with an intensity never before dreamt of, such fundamental needs as a good bed and a good wash. On the whole, officers have adjusted themselves to these new and trying conditions with remarkable cheerfulness and equanimity.

THREE of the main problems in my own district have been:

Repairs to war damage and the difficulty of obtaining skilled labour for this work;

The billeting and feeding of homeless persons; and

The removal of furniture from houses damaged by enemy attack.

For all these it has been necessary to improvise. The position has not been made easier by the constant calling up for service with the armed forces of the younger members of our permanent staff. Those who remain behind have adapted themselves admirably to many novel duties and we have had one or two providential "discoveries" among our recently engaged temporary staff. To avoid needless peregrinations of members of the public from one office to another, war damage, billeting, and removal of furniture, have been centralised in one department and the Assistance Board has arranged for its officers to attend at this central office.

LET me break off here for a moment to tell two stories of war damage.

Arrangements had been made to remove one small family from a house which had been rendered uninhabitable, and they had been billeted in another house. On the night after their removal, the new house was damaged. An officer from the removals department visited them and found the mother waiting patiently among her furniture and possessions. "Well, anyway, I shan't have to pack again," she said cheerfully. "I haven't unpacked yet. All my furniture is ready to go on to the next place, as soon as we can arrange it."

The second story is the story of the four pigs. The sisters of a convent which was bombed had been keeping four pigs in the convent grounds. After the aged and infirm people who were in the care of the sisters had been removed, it was necessary to remove the pigs. A removal van was sent and two men spent a fruitless and exasperating two hours trying to drive the pigs into the van. During this time one of them broke a finger and had to be taken to a first aid post for treatment. At last, one of the sisters appeared and saw the second man still struggling with the

recalcitrant animals. "Oh, why didn't you tell me?" she exclaimed, and at once climbed into the van herself and called each pig by name. The pigs clambered in obediently.

ONE thing which has proved useful during "lulls" is the gramophone. We have jazz and "hot numbers" in the staff canteen and classical music in one room in the control centre. Personally, I think that a portable

for special mention, but I think all are agreed that the rescue services deserve special praise. On some "incidents" rescue squads have worked continuously for eight and ten hours under the most trying and dangerous conditions.

ON some days we have almost continuous "alerts." The following is a typical conversation: "What's that, warning or all clear?" "Don't know; lost count." "Sounds like an all clear, doesn't it?" "All right, have it your own way." "But then, if it's an all clear why are the guns firing?" "Oh, don't keep asking me—perhaps it's the King's Birthday."

SO far as my observation goes, the spirits of children seem particularly high. The following greeting was heard when several children came out of a shelter on an "all clear" before they made off in different directions for home: "Cheerio! See you next raid."

ALL kinds of minor problems crop up—from advising soldiers who have lost relatives in air raids about obtaining extensions of leave, to investigating a complaint that, in the issue of night rations, the ham which had been sent from the central canteen to a

depot had been so divided that the R.S.D. kept all the lean and the stretcher parties were left with nothing but fat. Apparently R.S.D. squads are all "Jack Sprats."

I LIKE the concluding remark in an argument overheard recently: "Well, I'm just waiting for the day when soldiers knit comforts for the civilians!"

IN a discussion at an emergency committee meeting on the rates position, a councillor exclaimed heatedly: "It's all very well, but local authorities are spending real money, while the Government can raise purely ethical money."

IT is curious that by day the night seems unreal and at night the day seems unreal. I was thinking just before turning in at 02.00 hours this morning about the dearth of war poetry. The present war has produced no one comparable with Rupert Brooke, James Elroy Flecker, or Julian Grenfell. Grenfell's "Into Battle" seems almost as apposite to London during an air raid to-day as to the trenches in Flanders in 1914, particularly the last two verses:

"Through joy and blindness he shall know,
Not caring much to know, that still,
Nor lead nor steel shall reach him, so
That it be not the Destined Will.

The thundering line of battle stands,
And in the air Death moans and sings;
But Day shall clasp him with strong hands,
And Night shall fold him in soft wings."



Inside a South London town hall after Goering's bomber pilots had shown what they think of democratic local government.

gramophone, with a good and catholic selection of records, would be a valuable adjunct to public shelters. The future of the public shelter is one of the topics of the moment. Circulars and letters appear daily about broadcasts in shelters, educational talks in shelters, concert parties in shelters, religious services in shelters, heating and air-conditioning of shelters, and what not. Many public shelters already have bunks installed and first aid posts attached to them; also sprays for freshening the atmosphere. One thing which I have not seen mentioned in any circular, but which would, I think, be invaluable from a public health point of view, would be the installation of a few shower baths.

SINCE I wrote my notes headed "London Night" last month, we have had a rather gruelling time in the London Region. The menace of the land mine, evacuation due both to damage to property and threatened damage by delayed-action bombs, the requisitioning and furnishing of empty houses for the housing of people in districts who have had an even worse time than we have, have all given us plenty to do. The bomb disposal squads and, more recently, the Auxiliary Military Pioneer Corps have done splendid work. Mobile canteens have proved invaluable. Our own A.R.P. personnel—report centre volunteers, wardens, stretcher parties, R.S.D., staff at first aid posts, and volunteer transport drivers, have all behaved magnificently. It is, perhaps, invidious to single out any section of the A.R.P. services

By "Jackass"

WE who shared in spirit the laborious journey towards Whitleyism, who watched with all the fondness of a doting parent its first futile infant gestures, understood and joined in our Association's pardonable exultation when the erstwhile infant sprang overnight to manhood and flexed its young muscles decisively in the war bonus campaign. Nor were we loth to welcome those converts who, like a notorious ex-neutral, rushed to the aid of the victors. Officers to whom Whitleyism had been only a vague but harmless hobby for elderly gentlemen on the National Executive Council suddenly and quite erroneously saw in its application the beginnings of a new Utopia. We welcomed their support—even though some of us wondered why six per cent in cash should be so much more effective than sixteen years of propaganda.

In Much Cowslip, the staff became acutely Whitley-conscious, especially when, by our usual blend of diplomacy and good fortune, we secured the adoption of the award by our Council. The branch executive—who, until then, had associated Provincial Councils with Buffaloes and Freemasons—insisted that we must persuade our authority to link itself officially with the appropriate Provincial Council. Much Cowslip, said Blatherpatch, as loyal followers of the National Executive Council, must not only march side by side with them towards Whitleyism, but at the same time give them a clear lead on such a vital matter. It seemed an intricate manoeuvre to me, but the executive heartily approved and passed several involved resolutions in rapid succession.

The upshot was that I had to bully, coax, or trick the Much Cowslip Council into the Whitley orbit; naturally, I sought the aid of the Clerk. He was discouragingly disinterested until I mentioned that the Mid-Western Provincial Council held its meetings at Buttercup Magna, where lives a certain health visitor whose name has not infrequently been coupled with the Clerk's by tea cup tatters in the staff canteen. From then on, I felt I could regard it as fairly certain that Much Cowslip would be Whitleysed.

An obvious line of approach was through Councillor Gumble, who regularly visited Buttercup Magna to order supplies for his retail store. Like the Clerk, he was quite willing to go there at the Council's expense instead of his own, and agreed to move any necessary resolution at the next meeting of the Council. Not only did the Clerk draft a suitable resolution, he also prepared an ideal speech which, without explaining exactly what a Provincial Council was or did, urged on the Council the vital necessity of Much Cowslip taking its full share of responsibility in all the ramifications of the national war effort. Confusing 'Whitley' with 'Whitney', the Council somehow gathered an impression that the proposition had something to do with a fund for buying bombers, and carried it with acclamation. Councillor Gumble quickly

added that he and the Clerk were willing to assume the duty of representing the Council—on payment of their very small expenses—and the Council readily agreed.

The branch executive were delighted and, without troubling to enquire whether they were entitled to do so, elected me as their delegate to the Provincial Council. Accordingly, I had the doubtful pleasure of journeying with Councillor Gumble and the Clerk to its next meeting at Buttercup Magna. When the councillor had completed his tour of the markets and the Clerk had returned from an unexplained errand, we made our way to the appointed place—a large, bleak hall surrounded by equally large and even bleaker portraits

that on every subject of importance each side had already reached diametrically opposed decisions and was determined not to yield an inch, the intelligent reader will grasp that Whitleyism in the Mid-Western area has its minor difficulties.

The standard of oratory was high, but its effect negligible. Here and there, a councillor shamefacedly raised a timid hand in support of the staff attitude, but in the main the table which should have been round continued to have two sides. The Clerk, who always believes in co-operating with his staff so that they do by agreement what he tells them to do, was frankly disgusted. As he pointed out, someone had to give way to secure agreement; the staff attitude being so obviously correct on every point, they could not be expected to vary it, and if the employers' side maintained

a stubborn and unreasoning refusal to depart from their obstructive attitude nothing but deadlock could result. Councillor Gumble, from sheer force of habit, said "Hear, hear," and earned grateful smiles from the staff representatives, but the remainder of the employers' side remained uncompromisingly unmoved. Item after item had, therefore, to be deferred for further consideration, that being the only course to which both sides would agree.

Finally, the decision of the National Joint Council to defer review of the war bonus award came under consideration, and a certain liveliness developed. Several councillors who, I learned later, had been among the fiercest opponents of



PULLING THEIR WEIGHT

of municipal worthies long since dead. I have always wondered why meeting rooms are so forbidding, and so furtively hidden in back alleys. Entering one invariably makes me feel like a blend of a Communist agitator, an old-fashioned Methodist, and a man who wants to pawn his wife's wedding-ring.

Strangely enough, considering the importance of the assembly, no one asked us for credentials. The man who received us was so misled by appearances that he called the Clerk "Sir," very respectfully, under the impression that he must be at least the Chairman of a County Council, but bestowed a patronising nod on Mr. Gumble as an obvious nonentity on the staff side. Not ill-pleased, the Clerk tactfully corrected this misapprehension, and Councillor Gumble was promptly elevated to courtesy rank.

As a life-long believer in the round-table method of settling difficulties and the true spirit of joint bargaining, I was disappointed to find that the Joint Council was double-jointed rather than joint. The employers' side and the staff side met separately in secret conclave and reached their own decisions on the agenda items. Then, both sides, each echoing its chairman's final exhortation to stand firm and not weaken, flowed together, and joined battle. Worse still, before any decision could be effective, there had to be a majority not only of the full Council but also of each constituent half. Bearing in mind

the original award being implemented in the area, were emphatic in insisting that, as the National Council had reached such a decision, there was no other course which the Provincial Councils could properly adopt than to accept that decision in loyalty to the whole principle on which the Whitley structure was founded. The Clerk enquired whether—if and when an increased award were approved by the National Council—they would maintain that attitude, but was told that he must not expect members of the Council to define their attitude in hypothetical situations. With unusual tartness, he enquired whether hypothetical was equivalent to hypocritical, and there was some disorder.

Quite how far the meeting would have carried the discussion I cannot estimate, but an alderman from Dandelion Parva wrecked any prospect of either side committing itself to anything whatever by drawing attention to the fact that there was a strong possibility that under the Conditions of Employment and National Arbitration Order, 1940, decisions which the National and Provincial Whitley Councils made might be binding upon all authorities in the area concerned. He had always been a firm believer in Whitleyism, and the staff side would recall that he had seldom opposed their efforts to persuade the Council to recommend this or that for their benefit. His readiness to agree to anything had been

(Continued on next page)

PLANNING FOR THE TIMES

How can NALGO branches, with depleted ranks, overworked officers, and an abnormal influx of "temporaries," hope to solve the problems of the present and to plan for the future? AJAX here makes some proposals worthy of discussion.

THROUGHOUT the war, the life of NALGO will rest in the hands of the branches more than it has ever done. Headquarters will keep every necessary service going. But de-centralisation must be the order of the day.

Annual meetings have frequently left new officers sitting on the all-important branch executive committees at a time when the most hard-bitten committeeman is finding his ability and planning power taxed (not to mention his physical endurance). Nevertheless, each committee should consider general policy for the future. A great responsibility rests upon those delegated to the task.

Their first duty must be to safeguard the interests of members: not from any selfish reasons, but because the times leave no alternative. Here our colleagues in the Forces are trusting those of us at home.

Ordinary members, working longer and heavier hours than before, find it difficult to maintain the old general interest. They trust their executive committee. More than that, the problems to come will be of a new order to many. A man goes into the Forces. His post must be filled—and, nine times out of ten, a woman fills it. This is inevitable. But the machine of local government is too big and too intricate to be understood easily, and the work, therefore, must flow through the immediate chief, controlled by him completely if it is to be done expeditiously, as it must be if he is not to be buried beneath the avalanche. The centripetal forces slowly gather momentum, observed or not.

Yet our colleague will return some day—and when he does, it will be found that it is easier to centralise authority than to decentralise it. It is impossible to stop this process; indeed, work could not go on without it. But its ultimate reversal will be facilitated by watchfulness now; if what is happening is realised by all, if the steps taken are officially noted, if, in short, the present is recognised as a period of transition.

The man in whom authority is concentrated is not likely to have much relish for it now. There is so much to do. But usage sweetens authority, and, given time, the good man will come out on top of the worst situation. Even before the war, one heard qualms expressed over the powers possessed by the brightest stars in local government, and forceful comments on "the new bureaucracy." So we must be vigilant.

Another problem is presented by the fact that the widespread introduction of women might easily lead to a deterioration of service conditions and pay; firstly, for the reasons outlined above; secondly, because the temporary nature of the post removes that close interest and long-distance care which the permanent officer gave to it; thirdly, because women generally work on lower rates of pay.

How are conditions and salaries to be best safeguarded? A sub-committee to hold a watching brief would probably be the most appropriate device, since, when action was needed it would be needed quickly, and such a committee could work with the requisite speed.

Larger scale or more intensive work will bring increased mechanisation, accelerating the existing trend. There will surely be no witless modern Luddites to oppose the mere introduction of machines, but watch must be kept to ensure that the machines are subservient to the welfare of staff. Seek the introduction of machinery where necessary—but use it to minimise strain and increase efficiency, not to dampen initiative and reduce the need for personal skill.

There is another danger. The rapid turnover of positions and the rising demand for temporary staff have smoothed the way for a revival of

corruption and patronage. We must never have that taint again. Conditions are difficult enough without the foisting upon us of brothers, sisters, nephews, daughters, and the whole gamut of relations.

The essence of planning is the anticipation of developments. And the anticipation of develop-



"So you're a Gas-meter Inspector in civil life—very good, we'll put you in the Blankshire Light Infantry"

ments in these days has been described as "impossible, if not more so." Probably true enough, but there is good indirect work to be done.

In the past, this work has, perhaps, been left too often to Headquarters. Nowadays such a course would be neither fair nor useful. The men on the spot must plan. Each branch is dealing with an individual situation, having its own peculiar qualifying facts, therefore there can be no legislating in detail.

Two of the major vices of local government, from the point of view of NALGO as from that of citizen, have been departmentalism and an unawareness of the thoughts and difficulties of the man in the street. The latter was giving way under the pressure of public relations, but the former, despite the influence of area education committees and the like, still flourishes. I have seen the sectional spirit undo and prevent good work by NALGO enthusiasts. Never have we had a better opportunity of strangling that spirit. Departments today are pulling closely together in a way which would have been impossible before, driven by the pressure of events and the team spirit. No officer can have failed to catch that spirit of collaboration under difficulty. But it must be crystallised before it fades away. Having brought our men together, we must keep them together, in work, or play, or both. This is not too difficult a task for any committee.

As for the man in the street, we have now an opportunity of meeting him on equal terms on his own doorstep. The Citizens' Advice Bureaux have been mentioned often enough already, but once more will not be inopportune. This is a service made for our wide co-ordinated knowledge and joint effort.

The committee member may say that he is aware of these things. Many committees, I know, have done and are doing fine work. But not all.

The executive committee of my own branch met for the first time after the declaration of war, confronted by the N.E.C.'s request to consider the Local Government Staffs (War Service) Act

and by the fact that a scheme for the making up of war service pay in full had been referred back by our council.

The item did not survive three minutes by the watch because "well, we can't do anything about that." (Branch membership approaches 100 per cent.) Its epitaph was the pious hope that the chief officers concerned would do what could be done. Yet that same executive meeting spent a little over fourteen minutes in earnest consideration of a small social item.

When the scheme was finally approved—and happily the council did approve it—it carried a proviso which made it useless as a guarantee. The council remained technically and morally free to do whatever it might wish at any time without notice. There the executive committee left the matter without further mention.

A final reflection is that the position of branch secretary is now most onerous. In all but the smallest branches the work is too heavy to be performed thoroughly by one man—still more by one woman new to the job. There is much routine work involved, apart from the important tasks of organising and planning.

Moreover, while Association work has increased, the branch secretary has less time to give to it. Most of us nowadays find it all we can do to cope with the daily—and nightly—round of our official jobs. What hope has one individual of doing the work of an efficient branch secretary in addition?

Would a secretarial sub-committee not be desirable, modelled on "inner cabinet" lines, able to do the necessary work and to act as a planning and ideas source? This would both take unnecessary strain from the secretary and enable the volume and standard of work to improve.

On the other hand, such a sub-committee would have to be most carefully constructed. Not more than four people, better three; daily personal contact; representation of at least two departments; and a sound understanding of the possibilities and limitations of this organisational form: each of these is of basic importance. Properly conceived and manned, such a committee might make all the difference between a branch's success and failure.

These, then, are suggestions upon matters of vital concern to us all, and to members of executive committees in particular. We who are in local government are inextricably part of the national life, and when that life is convulsed we owe a duty of watchfulness and care. We owe that duty particularly to the new and better democracy which we must help to build after the retrogression of war.

PROVINCIAL JOURNEY

(Continued from page 247)

based on the knowledge that he could always advise his own authority not to implement the Joint Council's decision. If, however, that—should he call it a safeguard—had been removed, he was certainly not going to agree to anything whatever under any circumstances on any subject.

Sixteen members of the employers' side and eleven members of the staff side rose to support or answer him. Immediately, the Chairman, a tactful man whose only convenient train was due to leave in about ten minutes, adjourned the meeting to a date to be fixed and hurried from the room. Gradually the meeting dispersed, though small groups of arguing and gesticulating gentlemen obstructed the pavements in Buttercup Magna until a late hour. Councillor Gumble, the Clerk and I travelled home in silence, except when Councillor Gumble asked the Clerk what Whitleyism was really intended to do. The Clerk told him.

We are not discouraged, however. Whitleyism has functioned in other areas and we will make it function in ours, or die in the attempt. Sooner or later, our Joint Provincial Council will find a subject on which it can agree. Until then, we can always defer everything and adjourn.

REST FOR BOMB-WEARY STAFFS

PLANS for an exchange of administrative staff between the provinces and London, to help cope with the greatly increased pressure of air-raid work in the capital, and to provide rest periods in safe areas for overworked London staffs, were approved by the emergency committee of the National Executive Council when it met in London on Sunday, October 20.

It was reported that the London Regional Commissioner had mentioned this problem to Mr. P. H. Harrold, hon. solicitor for England, pointing out that local authorities were complaining of the tremendous amount of work thrown on them by air-raid damage. They were unable to cope with this work as expeditiously as the Regional Commissioners wished, and it had, therefore, been suggested that some local authorities in the country, not so badly hit as London, might agree to loan members of their staff to the London authorities for a specified period.

The suggestion was made that the machinery of NALGO should be used to arrange this transfer, and the emergency committee instructed the general secretary to get in touch with the Regional Commissioners.

Mr. Harrold also raised the problem of civil defence personnel in London, who urgently needed periods of rest. The difficulty was to find accommodation in some safe area. The committee decided to ask branches in the safe areas to persuade their members to offer hospitality at nominal charges to members in vulnerable areas needing short rest periods.

National Arbitration Tribunal

The general secretary reported that three cases had been referred to the National Arbitration Tribunal, and suggested that, in view of their importance as test cases, it would be desirable for Counsel to be engaged to conduct them. The committee agreed that Counsel be engaged, to advise on the

best way in which the cases should be put forward, and that the chairman of the N.E.C., the service conditions and organisation committee, and the law and parliamentary committee be consulted whenever necessary.

War Damage Insurance

The general secretary reported that he had received an inquiry on the administration of the proposed scheme of compulsory insurance against war damage. It had been suggested that rating and valuation officers, with their intimate knowledge of property values in their respective districts, would be the most suitable persons to undertake property valuation.

It was agreed that the general secretary should discover the Government's intentions and report to the committee. Since then, it has been ascertained that district valuers and their staffs will probably be used for this work and that no call is likely to be made on the staffs of local authorities.

Abingdon Street Offices

The Association's London office having suffered war damage on two occasions, it was agreed that the London divisional and Southern Regional office should be transferred to the home of the regional officer at 192, Edgware-bury Lane, Edgware, and that the public relations officer should also work there. Two rooms at Abingdon Street will be temporarily repaired to enable Headquarters to be carried on at 27, Abingdon Street, and this will continue for as long as possible to be the address of the organising secretary and the London office of the general secretary.

National Executive Council

It was agreed to call the next meeting of the N.E.C. at Nottingham on November 16. At that meeting two alternative suggestions will be made for the future control of NALGO:

That the emergency committee continue its meetings as at present; or

That a "Cabinet" committee be appointed, comprising the president and vice-president, the chairman and vice-chairman of the Council, the chairmen and vice-chairmen of the standing committees (including all ancillaries), and the honorary officers, with power to delegate.

It will also be suggested that, if the second course is followed, each chairman should be given direct executive power to deal with matters of minor importance.

Claim for Bonus Revision

A CLAIM for revision of the cost-of-living bonus award, to give 10 per cent. on salary or on £300, whichever is the less (with minima of 3s. p.w. for officers under 21 and 5s. over 21) was submitted by the staff side at a meeting of the emergency committee of the National Whitley Council on September 19.

In support of the claim it was pointed out that the original recommendation (6 per cent. on the first £300 of salary and 3 per cent. on the next £200) had been made on the basis of approximately one-half of the increase in the cost-of-living index at that time—12.3 per cent. The increase was now approximately 20 per cent. over the pre-war figure and it was felt therefore that a request for a 10 per cent. bonus with a maximum of £30 a year was justifiable.

The employers' side opposed any immediate alteration, and in order to avoid deadlock it was resolved to adjourn the negotiations to a special meeting not later than November 30, and to continue the existing award until December 31.

Members may rest assured that the staff side is not satisfied with the present position and will continue to press for a more appropriate recognition of the increase in the cost-of-living.

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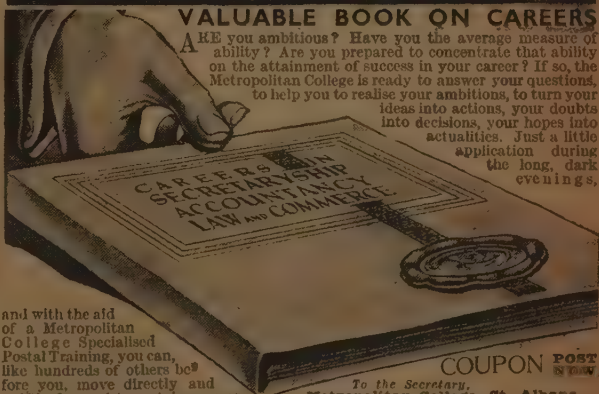
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Red Romance

Somewhere, in spite of oneself, one begins to smile— For instance, there is the runaway Communist who, deprived of the young woman he really loves, seeks out another, makes up to her, folds her in a burning embrace; and: "You do like me," he whispered convulsively, "even if I am perverse in my ideology."

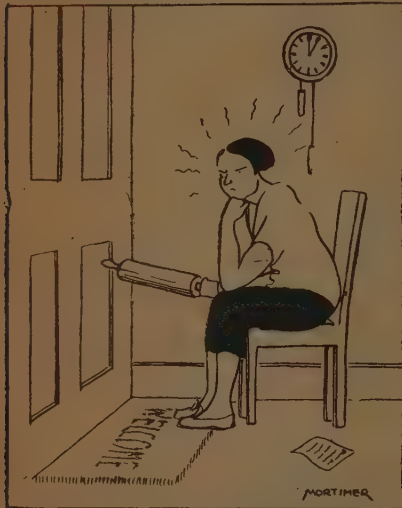
—From a review of "Under Moscow Skies" in "The New Statesman."

Love and Economics

All Frenchmen think only of two things—les femmes and l'estomac. If they are rich, they think of les femmes first and l'estomac second; if they are poor, they think of l'estomac first and les femmes second.

—From "Nymph Errant" by James Laver.

IMPOSSIBLE PEOPLE



The wife of the Air Raid Warden who was "kept out by a siren."

Pity the Poor Foreigner!

Have you heard the story of the German film-director who grew very angry with the criticisms of his English assistants? At last he turned on them and made them a speech, finishing with the historic words: "You zink I know dam nozzing. I tell you I know dam all!" A difficult language, English.

Rotten Bad Show

"The War Office has wisely decided that in future the only passport to position in the A.T.S. will be ability." —News Item.

We think we are correct in saying that this is one of the most revolutionary decisions ever made by a Government department. Already it has caused despondency and alarm in many military boudoirs.

They Also Served—

An old Blimp, a soldier, and a young civilian were travelling in the same railway compartment.

The Blimp talked to the soldier, extolled his bravery, extended his adulation to all men in the fighting Services, and referred pointedly and repeatedly to young men in civilian dress who failed to do their duty in the war.

The young civilian kept quiet until the train stopped at a station. Then he got up to leave. "I'd like you to know," he said to the Blimp, "that I work in the Foreign Office. If it hadn't been for us you wouldn't have had your war at all."

—Evening Standard.

Gossip From the Shelter

"Pamela says her bomb went whe-e-e-e-e." "Sounds more like a horse than a bomb."

"If anybody starts singing 'A Dornier sang in Berkeley-square' again I shall go crazy."

"I'm told the pilots of Hurricanes are furious that nobody starts a Hurricane fund."

"The people I hate most are those who say 'I never take shelter.'"

"It might be a good addition to the famous last words series."

"What we shall have to do is to build an underground London."

"It would be much more comfortable in the winter, anyway."

AT RANDOM By "Hyperion"

"Of course, if Goering comes over here again and has to bale out, the Home Guard will simply tear him to pieces."

"Wouldn't he look a marvellous sight on the end of a parachute?"

"I doubt if any parachute would hold him."

"Margaret's father hates Hitler so much that he's given himself neuralgia grinding his teeth."

—Nathaniel Gubbins in the "Sunday Express."

Heroes—

I admire, of all men, the father who, whenever he hears a big bomb near, grips his hands firmly, but says, "There's our guns."

There is not even one of Goering's medals for that!

The kid, of course, knows.

"That's a Junkers 89," he says—but only to himself, very quietly.

—and Heroines

"Pretty hot in your district, wasn't it?"

"Yes, they dropped one in the next street. I got cramp, touching wood with my fingers crossed."

Just Like Those Germans!

A director of Storey Brothers and Company, Limited, tells me that he was talking to his switchboard operator when three loud explosions were heard.

He said to her: "Those sounded rather like bombs."

She said: "I'm sure they were. I heard the aeroplane. What a cheek, dropping bombs when the warning hasn't even been sounded."

In England Now

A mother, thinking to calm her young child in the shelter, began to sing to her. Whereupon the child looked up and said "Do you think you could stop singing, mother? I want to listen to the bombs."

Another mother and daughter were sitting in the shelter, the daughter reading a book to pass the time. Said the mother: "Mary, dear, do put that book down and pay attention to the air raid."

—Sir John Anderson.

The Cockney Spirit

"Isn't it wonderful," said the jolly-faced charwoman from Marylebone, sitting in the Tube, "that for only three-ha'pence you get a whole night's sleep?"

Truth Will Out

Mrs. Amelia Assinder, of Willows Crescent, Cannon Hill, Birmingham, who was 100 years old yesterday, said to a reporter: "They didn't fight like this with bombs dropping from the sky in the Crimean War."

—News Item.

A Dining-Car Luncheon

My kind and amusing correspondent travels, it would seem, weekly to — and is condemned to consume on the way a meal that would be more suited to the Channel passage than to land travel—"Have you lunched?" asked the English steward of the Channel-crossing Frenchman, to receive the pithy answer, "Au contraire!"

The menu included "some sloshy fish with a stickfast sauce ('Turbot, sir,' said the waiter, placing before me two fishbones, two eye-balls, and a bit of black mackintosh); some overdone beef, underdone potatoes, and clammy greens; and a sweet which my correspondent describes as being either 'a dollop of trifle or a trifle of dollop.'"

—T. Earle Welby in "The Dinner Knell."

FAMOUS LAST WORDS



"So you're a local government officer—that's a nice soft job!"

Ambitious Adolf

Londoners who live near the river have commented on the extraordinary number of incendiary bombs that have fallen into the water. They think this is just one more example of the Luftwaffe's bad marksmanship.

My own explanation is that somebody has been telling Hitler he will never set the Thames on fire.

Naval Story

The captain of a destroyer picked up the drowning commander of a German submarine.

He was naturally accorded the courtesy of the wardroom and treated in the usual manner accorded to officers. The captain instructed a wardroom steward to look after him in the cabin put at his disposal.

"Higgins," said the captain, "you are to treat Commander Schweinkopf as though he were an officer of the British Navy. I know you may not like it, but those are my orders."

The steward pulled a wry face, but saluted and said, "Aye, aye, sir!"

Next morning, Commander Schweinkopf was a sorry sight. He had a black eye, a cut chin, and his arm in a sling. The captain sent for Higgins.

"Very sorry, sir," said Higgins, "it was like this. First he calls the King a swine. I obeys orders. Then he calls you a bloomin' b——, illegitimate child, sir. Again I obeys orders. But when he opens the porthole and spits in our sea . . . well, I'm sorry, sir, but I lost me temper!"

—The Marquess of Donegall in the "Sunday Pictorial."

Tailpiece

Only a genius, we think, could have thought of the deep ear-plug as a substitute for the deep shelter. As we see it, nothing now remains to be done, except to fit the public with blinkers, and the whole problem of air-raid protection will be completely solved.

Leicester's Vote

UNDERSTAND that the Leicester branch of NALGO has decided in favour of affiliation with the T.U.C. and the local Trades Council.

This step is significant, for twelve months ago the mention of "T.U.C." would have evoked a mild storm among the majority of Leicester members.

Experience of the past year has, apparently, brought about a complete change of view, and it is hoped for good. My friends and I are very pleased with the decision, for although it may involve additional commitments, even to the extent of strike, we are ready and willing to accept them.

Nevertheless, let us continue to proceed on constitutional lines, but at the same time if the workers' cause is in jeopardy, then we can and must exercise the workers' prerogative.

The N.E.C. may prove to be a bit of a stumbling block, but it is hoped that by the next annual conference other towns and cities will have seen the wisdom of such a policy and then give it their whole-hearted support. In the meantime, however, in the words of Tennyson, "Let us then be up and doing."

Leicester. "SERVICE."

Reply to "Old Member"

I HAVE read with interest the letters on NALGO affiliation with the T.U.C., particularly that signed by "Old Member," opposing the suggestion, and in reply I submit the following observations.

In his fifth paragraph, "Old Member" states: "the fact that we have to negotiate with each local authority is inescapable." Quite so, but in my judgment that is not an argument against affiliation. In fact, it is an argument for affiliation, since the wide knowledge, experience, and influence of the T.U.C. could certainly help. I believe it is fair to assume that the great unions in the T.U.C. have to do exactly the same thing, because few have national agreements, and many unions have to make agreements with individual firms where conditions of service differ widely. Yet each agreement negotiated is calculated to secure the maximum benefit obtainable at that particular time and under those particular conditions, and from what one reads and knows nearly always succeeds. Why? Solely because of the power of the negotiating union through its affiliation with the T.U.C.

"Old Member" also states in his eighth paragraph that "the maximum progress has been made towards the establishment of Whitley councils." That is not true. New councils are being formed all the time, and they would not be formed (so far as I see it) but for the work of the big unions inside the T.U.C. or through its machinery. It is equally obvious that few of the councils would have reached their present importance had the unions inside the T.U.C. remained aloof; they would have died a premature death. Let us be honest with ourselves and think for a moment of all the local government services now rated through them, namely, gas, water, electricity, non-trading, etc., all kept in being by the active assistance of the unions inside the T.U.C. (various clerical staffs of local authorities know this to be true without my going into details here).

I was sorry that "Old Member" made the unwise statement that "there is nothing the T.U.C. can do for us that we cannot do better for ourselves." Were that true, and had all unions taken that line and acted upon it, there would have been no T.U.C. today. It is well to remember that the T.U.C. is the main channel for dealing with Government departments, and has brought into being such things as the "fair wages clause." Even on super-

annuation the T.U.C. intervened effectively. No doubt NALGO's National Executive Council and its officials could tell a long and interesting story about that, if they would.

We all know that the T.U.C. is constantly interviewing Government departments on behalf of some service or other. Were

READERS' FORUM

Letters for the December number must reach the Editor at 192, Edgwarebury Lane, Edgware, Middlesex, not later than November 14.

NALGO to affiliate, it would strengthen the power of the T.U.C. and NALGO would, with others, reap the benefit.

The fact that practically every other union is inside the T.U.C. is to my mind sufficient evidence that they all think their affiliation is well worth while. NALGO would find the same. I say, try it, and if it is found not to be worth while, then withdraw. But, once affiliated, I feel NALGO would never find it necessary to withdraw.

RALPH C. GREENSMITH.

Mansfield, Notts.

Too Weak to Stand Alone?

LOCAL GOVERNMENT SERVICE is a smaller journal now, but I think we are all agreed that the contents are more interesting, and touch upon things that have been in the minds of all of us for a long time. The war may have caused deeper thinking, and correspondents have made helpful suggestions that should be kept for after-war consideration. A journal like ours should always be vigorous; times like the present demand it, and a reconstructed world will not be possible without the support and work of truly thoughtful men and women. A collection of problems will face local government employees, such as salaries, appointments, possible economy measures, working hours, and the restoration of liberties.

Those who have suggested the affiliation to the T.U.C. are wise; we are not strong enough to stand alone against the rocks ahead. It has been proved that we can be moulded like putty by the decisions of government departments, and deputations have had to slouch back again with a feeling of weakness and wasted time. We have been, at times, a laughing-stock among other organizations. Much good work has been done, but the age of unity and strength has long ago arrived, and we must all realize it.

Croydon.

L. J. B.

Need for Unity

AFFILIATION to the T.U.C. will help to break down the artificial distinction between the so-called "salaried" employee and the "wage earner." We must realise that we have a common interest in defending wages and working conditions and that unity is strength.

The necessity for unity as shown in the existence of NALGO and its efforts to secure national agreements on such questions as soldiers' pay, war bonus, and Whitleyism, can be carried to its logical conclusion only by affiliation to the T.U.C.

After the war, new and difficult problems will confront workers in all fields, including local government officers, and NALGO will benefit from representation on this powerful body.

57, Alstone Lane, Cheltenham.

L. ELLIS.

A Branch's Disclaimer

MY branch executive committee has instructed me to inform you that the resolution urging affiliation with the T.U.C., sent to you by forty-six members of the Sutton and Cheam branch, and published in the October journal, has never been before the executive committee or the branch general meeting, and does not, therefore, represent their considered opinion.

G. H. BEARTUP, Hon. Secretary
Sutton and Cheam branch.

"TOWN HALL SPY SCARE" Dictatorship to the Rescue

IN your September "Notes and Comments," officers expressing alien sympathies were defended against the efforts of certain authorities to dispel from their staffs all opinions that would be contrary to the interests of our realm.

Whilst the claims made in support of your views were, perhaps, feasible, it cannot be acknowledged that they were justified, for do you not agree that in a war where victory depends largely upon morale, no steps can be too severe to maintain that morale, particularly when a wonderful Empire is at stake? Is it not preferable that, even in a battle for democracy, certain dictatorial methods should be adopted if necessary, rather than that democrats should be defeated because they were too "democratic"? Does not the schoolmaster find it necessary to shed democracy and give a boy a "good hiding" in order to teach him not to bully?

It may well be remembered that it is with the future in view that we are at war: we cannot afford to devote our attention to anything for the time being except to the achievement of an unchallengeable decision over the ruthless Nazi plunderers. Therefore, let us not concern ourselves with democracy again until we have prepared a substantial and comfortable home to which she may soon return.

The Castle, Exeter. ERIC A. J. HARRIS.

Mr. Harris has misunderstood our criticisms. We did not condemn measures for controlling suspect or disloyal elements. What we did condemn was the grant of supreme power to council committees to decide what was or was not "subversive," and the encouragement of spying by officers upon one another. We cannot see that such activities would contribute to defence or the maintenance of morale; on the contrary.

ENDING DEPARTMENTALISM Not Always Efficient

IN your September number, "N. H. R.," using the well-worn arguments, assisted by the exigencies of war, endeavours to show that labour can be saved by removing "departmentalism" from local government administration. The process is advocated on the assumption that if six clerks occupied one hour each on similar routine work, one clerk would do the work of all of them in much less than six hours. In practice, this kind of centralization often means that additional staff has to be engaged in the central office, or departmental staff transferred thereto, and those who are released in the process find themselves retained as consultants on the particular problems connected with their departments.

Efficient management obtains the maximum number of man-hours consistent with accuracy and congeniality. This is the aim of all well-organized businesses, and we have a right to expect local government services to be equally ambitious. Centralization then offers economies (apart from the obvious one of stationery) only if the housing of large and separate staffs presents a major problem and bulk supply of

materials can be justified by the rate at which these are used.

Your correspondent rightly condemns waste of effort caused by duplication of records, but infers that this is a peculiarity of the departmental system. It is not necessarily so, and I know of one instance where a department was obliged to duplicate the records of the central office to find out the progress of its own work!

Under a "process" system there are many obstacles to the attainment of real efficiency, not the least of which are the accumulations of red tape which your correspondent seeks to remove. L. B. C.

ENDING BRANCH APATHY Oust the "Old Gang"!

"EARNEST" writes in the September number that one cause of apathy in his branch is the fact that the chief officials are members of the executive.

Well, does it not appear that the remedy is in their own hands? Refuse to vote for these gentlemen and elect an executive of their own choosing.

It may be that this will cause some resentment and backhand work, but I doubt it. "Faint heart ne'er won fair lady."

This remedy has been tried in my own branch, with beneficial results all round. Even the chief officials now realize that they are able to act with greater freedom, and certainly the young officer is able to express himself more freely, which is surely better than being just a name on a roll call.

Our "old gang" had been in office for ten years and had used the meeting as a sort of social meeting place. Within twelve months of the "revolt" a graded salary scale was in operation and the days of "cap in hand" were gone.

Try it!

ADSUM.

LET THE WARRIORS WASH Are Members Inhospitable?

IT is gratifying for those of us in the Services to learn that your appeal for hospitality for Dutch soldiers in this country has met with such a remarkable and overwhelming response. More especially is this so when we refer to a previous paragraph in the October journal, initiated, apparently, by a colleague in the R.A.F. who had failed to find a single NALGO member willing to provide him with a hot bath.

Whilst I wish in no way to belittle our Dutch friends, or to distract from the sacrifices they have made, the eagerness of NALGO members to offer them hospitality at the expense of their own compatriots appears to me as nothing less than hypocrisy.

I have been fortunate enough since the beginning of the war for the point not to arise.

Your remarks would, however, cause me to reflect strongly before asking for such hospitality from NALGO members, should ever it be necessary.

There are many friends of mine in various remote parts, by whom one hour's genuine hospitality, from time to time, would be most gratefully received.

A. H. HARMAN (R.A.F.)
137, Islingword Road, Brighton 7, Sussex,
—but not in Nottingham!

AT the last meeting of my executive committee, a suggestion was made that members of the Nottingham Branch might welcome the opportunity of entertaining NALGO members from other areas serving with the Forces in the Nottingham district. This suggestion was warmly received, and I am writing to you in order that the existence of a panel of members in Nottingham who are prepared to offer such entertainment might reach members of all branches with the forces stationed in this neighbourhood.

Any serving member who finds himself on
(Continued at foot of next column)

HOW WE WON THE BATTLE OF COLNE

COLNE (Lancs.), according to the Municipal Year Book, is a market and manufacturing town and dates back to the Roman invasion. But Colne, like Much Cowslip, has other claims to fame. Its town council, for example, in a fine frenzy of muddled patriotism, recently passed a resolution calling for the dismissal of any employee unwilling "to carry out any duty necessary for the protection of



"Tails it's a dud!"

Corporation property." It then proceeded to serve every employee with the following declaration, which had to be signed within 24 hours!:

"I hereby declare that I am ^{willing} _{unwilling} to carry out any duty required of me by the council which may be considered necessary for the protection of the property, undertaking, or service of the department of which I am a member, and I undertake to attend any courses of training which I may be required to attend and to apply myself assiduously to making myself fit for any task allotted to me."

In its magnanimity, the council did not order the "unwilling" to be shot at dawn. No, Colne does not forget that we are fighting for freedom and democracy. All it did was to threaten the recalcitrants with instant dismissal. Fortunately, Colne branch executive acted

(Continued from preceding column)

or near this noble and ancient City of Nottingham should get into touch with me at the Guildhall, Nottingham, and I shall be pleased to put him in touch with one of our members.

A. E. BROWN,
Town Clerk's Office, Honorary Secretary,
Guildhall, Nottingham Branch.
Nottingham.

LOANS TO THE NATION A Branch's Example

AT a meeting of the executive committee of this branch on Saturday last, it was decided that the total of the cash balance at the end of the financial year should be lent to H.M. Government without interest, and, in addition, that for the duration of the war, interest accruing from the invested funds of the branch be handed over to the Treasury.

H. LANGFORD,
Hon Secretary,
39, The Green, Essex C.C. Branch.
Chelmsford.

with more discretion than the council. It raised reasoned objections, signed under protest, and put the matter into NALGO's hands.

NALGO at once threatened to declare a "dispute" under the Conditions of Employment and National Arbitration Order, 1940 if the resolution were not rescinded. The town council, whose members by now probably had grave inward doubts as to the wisdom of their action, asked NALGO to send a representative to meet it.

The divisional officer accordingly appeared before the council and stated the case for the branch. He emphasised that Colne officers, common with their 120,000 colleagues in local government, were wholeheartedly behind the national effort. (Actually, all but a tiny minority were voluntarily engaged in spare time civil defence work—Home Guard, A.R.P., A.F.S. or some other form—long before the council thought of passing its resolution, and were, not unnaturally, indignant when, as a result of the council's action, they became known locally as Colne's Local Defence Conscripts.) But, so long as the National Government believed in and relied on voluntary recruitment for home defence, the divisional officer pointed out, NALGO could not admit the right of Colne, or any other authority, to pass dictatorial decrees obviously contrary to Government policy. When the Government found it necessary or desirable to introduce compulsive measures, NALGO and its members would readily and loyally obey, but until that day NALGO, as a patriotic body, could support home defence recruitment only on a voluntary basis and must resist attempts by any local authority to impress a private militia.

The council was reminded that, although it had the doubtful distinction of being the only authority in the country to pass a resolution of this kind, it was not nearly so prominent as another "patriotic" issue. Colne was one of the handful of boroughs which were not honouring the "gentlemen's agreement" to make up war service pay—a question which NALGO hoped to re-open in the near future with the aid of the National Arbitration Order.

This address had a mixed reception from the council. One alderman complained bitterly that NALGO was "holding a pistol at the council's head" because of the references to the powers given under the National Arbitration Order. And there seemed to be a general feeling of astonishment that NALGO should dare to attempt to interfere with the sacred right of councils to deal with the staffs as they thought fit. In some parts of the country it has apparently not yet been realised that we live in rapidly changing times and that NALGO, in common with the rest of the trade union movement, is in a far stronger position to-day than it has been in the past.

Nevertheless, however unpalatable the pill, was swallowed. The council rescinded the offending resolution and substituted in its stead the following:

"That in view of the grave national emergency this council urges all its employees who are physically fit to attend the courses of training provided by the council on behalf of the Home Guard which may better equip them for the protection of the council's property, undertakings and services, and that the remainder be urged to undertake some other form of work of national importance for which they may be fitted."

With this, NALGO and the Colne branch are in full accord. We can apply the terms of the resolution to all our members, knowing that the majority are already doing what we urge. But we must not, and shall not, let unthinking and misguided patriotism blind us to democratic principles and the freedom and liberty of the subject, for which we are fighting and for which we stand.

Blackout Offence.

I have been fined for a blackout offence at the Council Offices. Can I recover the amount of the fine from the local authority?

No. In our opinion, however, the police ought to prosecute the local authority in the case of a blackout offence occurring on the authority's premises, leaving the authority to take disciplinary action where the offence has been caused by negligence on the part of any particular officer. Where an officer is summoned and there is no negligence on his part, it should be suggested to the magistrates that the authority should be summoned.

Income Tax—Emoluments.

I receive a salary of £270 a year and emoluments (house, light, and fuel, valued at £50). Should the emoluments be taken into account in assessing my income tax?

No. Tax under Schedule E is charged in respect of emoluments—i.e. all salaries, fees, wages, perquisites or profits or gains whatsoever arising from an office or employment. The expression "perquisite or profits or gains" relates to money or that which can be treated to pecuniary account (see *Tennant v. Smith*, 1892).

Income Tax—Housekeeper Allowance.

My daughter keeps house for me, but does not sleep at my house. She and her family are, however, at my house during the day. Can I claim a housekeeper allowance for income tax purposes?

No. Before a housekeeper allowance can be granted, it must be shown that the housekeeper is resident at the premises in question. It was held in the case of *Adamson v. Brown*, 1937, that the word "resident" should be used in its ordinary significance, which means "sleeping at."

Dismissal Without Notice.

I have been given a month's salary in lieu of notice, and have been dismissed. No reason is given for my dismissal. Can I take action for damages for wrongful dismissal?

Provided an employer gives the requisite notice or pays salary in lieu of notice it is not necessary for him to justify the termination of the employment, or even to give any reason therefore. An action claiming damages will only lie where an employer, without just cause, terminates the employment forthwith. If you are entitled to a month's notice to terminate your employment you could not succeed in an action for wrongful dismissal, because you have been paid a month's salary in lieu of notice.

Superannuation—Pay for Holidays.

I have been paid salary in lieu of my holidays, which I was unable to have this year. Should superannuation contributions be deducted from it?

Yes. The Minister of Health has determined that a payment of salary in lieu of holidays is additional wages and not payment for overtime, and is, therefore, "remuneration" on which superannuation contributions are payable.

Reserved Occupation.

I understand that being over age 30 and a local government officer, I am in a reserved occupation. I am a meter reader and collector, have registered as required at the employment exchange, am designated an "officer" for superannuation purposes, and have now received notice asking me to attend for a medical examination. What should I do?

Proceed as directed for the medical examination but notify your branch secretary, quoting your identity card number, and other reference numbers, so that he can report the matter to the divisional secretary, who will take it up with the Ministry of Labour.

Air Raid Injuries.

If I am injured in an air-raid should I claim sickness benefit in the usual way from my Approved Society?

No, you should make a claim for an "injury allowance" to the local office of the Unemployment Assistance Board and notify the Approved Society of the action taken.

Soldiers in Approved Society.

I am a member of an Approved Society. What do I do about my contributions when I go in the Army?

Nothing. So long as you give the Service

NALGO'S ROLL OF HONOUR

MILITARY KILLED

Backshall, L/A Wireless Operator and Air Gunner E. O., R.A.F., mental hospital, Haywards Heath, Brighton C.B. Killed in flying accident.

Butler, Gnr. W., R.A., borough treasurer's dept., Bedford. Died as the result of an accident.

M.C. & M.M. for MEMBERS

Two more NALGO members have secured military honours. The first, 2nd-Lt. Thomas K. Davidson, R.E., formerly of the city architect's dept., Newcastle-on-Tyne, has been awarded the Military Cross for courage and devotion to duty during the action covering the evacuation of the B.E.F. from Dunkirk.

The second, Lce-Cpl. George Ernest Tate, 35, formerly a mental attendant under the South Shields public assistance authority, has been awarded the Military Medal for gallantry in advancing under heavy shell fire to rescue a wounded comrade after the order to retreat had been given. This incident also occurred during the Dunkirk evacuation.

Foxell, Gnr. J. D., R.A., 21, clerk's dept., Enfield U.D. Killed during evacuation from Dunkirk.

Gray, W. A., R.E., borough engineer's dept., South Shields.

McKee, Sgt.-Obs. J., R.A.F., 25, assistant to maintenance superintendent, transport dept., South Shields.

MISSING

Gower, Gnr. R. O., R.A., 20, surveyor's dept., Bucks C.C. Missing since operations around Dunkirk.

Hughes, Sgt. D. V., R.A.F., 21, borough treasurer's dept., Shrewsbury.

Rhodes, Pte. L. J., city treasurer's dept., Worcester. Missing since operations around Dunkirk.

WOUNDED

Chamberlain, Sgt. R. E., R.A.F., sanitary inspector's dept., Burton-on-Trent.

PRISONERS OF WAR

Bailey, Gnr. F. E., R.E., city engineer's dept., Nottingham.

Beckett, Sapper A., R.E., architect's dept., Slough.

Beverley, Sgt. D., Duke of Wellington's West Riding Regt., waterworks dept., Huddersfield.

Black, Bdr. E. G., R.A., 21, junior clerk, health dept., Rhyl.

Blackburn, Sapper D., R.E., surveyor's dept., Slough.

*Brooks, Pte. S. G., R.A.S.C., education buildings, surveyor's dept., Nottingham C.B.

*Deaville, Sapper W. C., R.A.S.C., education dept., Nottingham C.B.

Dibble, Sgt. W. J., Royal Northumberland Fusiliers, 25, public assistance dept., Northumberland C.C.

authorities all the information they require regarding your Approved Society membership, they and your Approved Society will do the rest. Contributions are credited to your account for weeks of army service. This applies if you are an employed or a voluntary contributor, and whether you are serving in the ranks or hold a temporary commission.

Benefits While in Army.

Am I entitled to any benefits whilst in the Army?

You are entitled to Maternity Benefit on behalf of your wife. Also, if your Approved Society pays additional treatment benefits you are entitled to these whilst still in England.

*Gayler, Pte. R. J., Princess Louise's Kensington Regt., junior library assistant, Enfield U.D.

Jefferies, Pte. H., R.A.O.C., gas engineer's dept., Nottingham.

Jessup, Sgt. A. P., R.A.M.C., 28, finance clerk, Hollingbourne R.D.C.

*MacLennan, Pte. L. I., Seaforth Highlanders, roads dept., Ross and Cromarty C.C.

Skelham, Pte. V., Buffs Regt., clerk's dept., Sheerness U.D.C.

Wiles, Sapper P., R.E., surveyor's dept., Slough.

Woodcock, Sgt. J., M.D., attendant, South Shields.

*Formerly reported as missing.

CIVIL DEFENCE

THE first name on the Roll of Honour of NALGO members killed while engaged on civil defence duties is that of Mr. N. V. Timmis, chief engineering assistant to the Harrow U.D.C., who met his death while confirming the presence of an unexploded bomb.

Mr. Timmis joined the staff of Hendon R.D.C. in 1925. He was appointed chief engineering assistant at Harrow in 1934, on the formation of that district. He leaves a wife and one son.

Will branch secretaries please inform Headquarters promptly of further names to be added to this list—of members killed or injured while engaged on civil defence duties, and of members receiving awards or commendation?

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MISCELLANEOUS

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Cost of Living Bonus Decision

COST OF LIVING bonus has been the main NALGO concern in Scotland recently. An application by the staff side of the joint industrial council for a bonus similar to that adopted in England—6 per cent on the first £300 and 3 per cent on the next £200—was considered at a meeting on October 4. After a long discussion, the staff side retired to allow the employers to consider the application among themselves. When we met again, the chairman announced that a majority of the council had decided to refuse our application and to offer 5 per cent to employees under 21 and 6 per cent to those over 21 whose

PAY UP—AND SMILE!

Have you paid your Association subscription for the year? NALGO's financial year ended on October 31, and it will help honorary treasurers to forward promptly their summaries of total subscriptions collected if members who have overlooked their subscriptions will pay them at once.

salaries did not exceed £250. The chairman added that he did not agree with this decision.

The staff side replied that it could not accept the offer, since it gave nothing to many officers with family responsibilities, on whom the increased cost of living bore heavily. We added that we would report the matter to the Minister of Labour under the National Arbitration Order. This was done, and at the request of the Ministry a special meeting of the Council was called for October 23, to endeavour to reach a settlement.

At this meeting, agreement was reached on a bonus of 5 per cent to officers under 21 and 6 per cent on the first £300 and 3 per cent on the balance over £300 to officers over 21 earning up to £350, provided that in no case salary plus bonus should exceed £350. The new scale takes effect in the first pay period ending after December 1.

War Service Pay

THE joint industrial council agreement on the making up of civil pay to those on war service expires this month. The joint executives of the staffs' and the workmen's councils met on October 11 to discuss the position. The employees' side asked for full civil pay, but to this the employers' would not agree, seeking continuation of the present agreement, giving 75 per cent of civil pay, plus children's allowances but less Service pay, to married men and single men with dependants, and 40 per cent of civil pay less Service pay to single men without dependants. After long discussion, which finally centred on the position of single men with dependants, the employees' side proposed that no officer should get less than 10s. per week. At present, it was pointed out, many officers got nothing at all or only a few coppers a week.

To allow the cost of this proposal to be calculated, the question was deferred to October 23. It was then agreed to continue the existing allowances for six months, on the understanding that the council would direct the attention of local authorities to its recommendation that sympathetic consideration should be given to the position of single men with dependent relatives.

Scottish Council

THE Scottish Council met in Glasgow on September 28. In the absence of Mr. Archibald, Mr. R. M. Campbell, vice-chairman, presided, followed later by Mr. S. Fraser. The secretary reported on the application to the joint industrial council for the English scale of bonus. Mr. Brodie explained that Scotland wished to fall into line with England and thus to remove a cause of discontent.

The secretary also reported on the

NALGO deputation to the Minister of Health and the Secretary of State for Scotland—reported in LOCAL GOVERNMENT SERVICE in September—to seek their support in the extension of Whitleyism. The Secretary for Scotland had expressed the view that there would be no difficulty in getting full support from the local authorities' associations in Scotland, and promised his assistance. There was good hope that the County Councils' Association would decide to affiliate with the Scottish Whitley Council at its next annual meeting.

The secretary reported that, although he had asked branches to report to him departures from normal service conditions, for registration under the National Arbitration Order, no branch had so far reported any departures. He urged branches to take the matter up, especially where the minutes of the local authority did not clearly state that the departure was temporary only.

REJECT A MENTAL BLACKOUT!

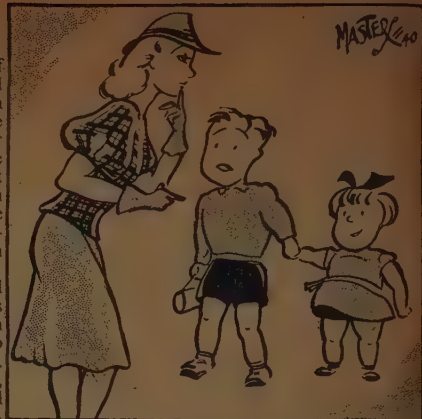
by Rena S. Cowper, F.L.A.

SINCE France fell, writers and speakers at home and in the New World have been at pains to stress the fact that Britain is the last bastion of western civilization. Should we fail to stem the onslaught of barbarism, then that heritage of European culture we now enjoy will be denied to us and to our children. That this culture is the stay of our nation is clearly shown against the background of war, when, as a people, we face the storms outside with the tranquillity of mind that is the hallmark of a cultured spirit. Music, painting, literature—these become not a means of escape but a means of life. And so, while with the one hand we defend, with the other we must foster and uphold the arts.

Any suggestion to curtail or suspend cultural services, such as museums, art galleries, and libraries must be condemned. These services are not the frills of local government, and to think them so is the mark of a poverty-stricken mind. No less essential than gas or tramways is the provision of facilities for the cultural well-being of the community. Where is the virtue in fulminating against the Nazi suppression of learning in the conquered countries of Europe if we restrict scholarly activities in the land of the free? Whatever material black-out the enemy may force upon us, let us not subject ourselves to any mental black-out. Rather let us give the enquiring spirit every encouragement, so that there may be spread, among men and women, those fundamental truths upon which human society must base itself if it is to endure and prosper in peace.

The attitude of the Government towards public libraries has been heartening. In June, the question was asked in the House of Commons "whether the public library services in Great Britain are regarded by the Government as services of national importance," and the answer was Yes. Since then, the Board of Education has issued a memorandum in which the public library service is specially commended as one of the schemes for the welfare of industrial workers. This circular also points out that library service should not be restricted to the mere issue of books, but that it should perform extension work, such as study circles, listening groups, and play-reading circles. In conclusion, the memorandum urges all library authorities to "make the fullest possible contribution to a service which may so materially assist the national effort at this time."

An interesting comment on this memorandum was made in a letter in the "Manchester Guardian," appealing for Manchester libraries to keep open later than 8 p.m. "The Board of Education's advocacy of the public



"We've been evaporated from London."

library as an extended centre of culture and the opening of its facilities to the forces is to be welcomed," said the writer. "But would it not be possible to bring the public library to the workers in industry also? Anyone interested in adult education will know what the extension of library hours to nine o'clock or later in the evening would mean. I am certain that this would receive widespread support from the tens of thousands of men on consistent overtime, and would do more than anything else to make the public libraries real centres of culture."

Such observations could be equally well applied to the other cultural services of local government. The fact that there has not yet been evolved any statistical method of recording the pleasure and benefit a man gets from the beauty of a Corot provides no reason for alleging that art galleries are less important than public wash-houses, with their statistics of rising income compared with the corresponding weeks of the preceding years.

It will indeed be a bad day for the British people when they start to cheese-pare the things that live on, above and beyond the bombast of dictators and their satellites.

SERVICE CONDITIONS**MIDLANDS & SOUTH WALES**

Eastwood and Hucknall urban districts have joined the East Midlands provincial council, and Walsall C.B., Rugeley U.D.C., Lichfield R.D.C., and the North West Midlands Joint Electricity Authority have joined the West Midlands provincial council.

A series of Council Conferences has been held in the East Midlands to discuss informally branch organization and war problems. Meetings took place at Lincoln, Derby, Kettering, Leicester, and Nottingham and were attended by Mr. H. Joyce, chairman of the district committee, Mr. John Pepper, hon. secretary, Mr. A. B. Day, N.E.C., and the regional officer. In the main, branches were well represented. The experiment was a distinct success and may be a precedent for the future.

WEST MIDLANDS

The West Midlands district committee met at Wolverhampton on October 5, the Mayor of Wolverhampton welcoming the representatives. Satisfactory progress was reported with the provision of Whitley Council, the payment of war bonus, and war service pay. It was also reported that legal assistance had recently been given to three members.

OBITUARY

We regret to record the deaths of Mr. G. A. Owen, chief inspector of weights and measures, Smethwick and Mr. L. T. Miller, assistant surveyor and engineer to the Newburn Council.

Mr. Owen gave magnificent service to NALGO. A former member of his branch, he was chairman of the executive committee for eleven years and was twice president. He was for many years a member of the West Midland district committee and was vice-chairman, and was also a member of the provincial Whitley Council and of its standing committee. At all times he gave quiet but whole-hearted service.

His special position in his profession was well known. He was chairman of the Incorporated Society of Inspectors of Weights and Measures and for many years edited the society's journal. He was, too, the author of two standard text-books. His colleagues mourn a loyal colleague and friend.

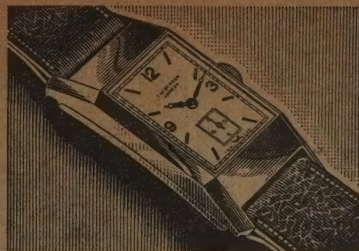
Mr. Miller was the prime mover in the foundation of the Newburn branch and for a number of years acted as its secretary.

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UP to the date of going to press, 761 local authorities had adopted cost-of-living bonus schemes for their official staffs. Of these, 273 had adopted the National Whitley Council scale in full, 80 had adopted that scale with

Cost of Living 21.9 p.c. Up

The Ministry of Labour cost of living index figures for each of the past six months, showing the increase in cost of living of a "typical working-class family," since July, 1914 (taken as 100) are:

May	180	August	185
June	181	September	187
July	187	October	189

The actual percentage increases in the cost of living since September 1, 1939 (when the index figure was 155) are, therefore:

May	16.1	August	19.3
June	16.8	September	20.6
July	20.6	October	21.9

modifications, and 408 had adopted other scales. Detailed figures are:

ENGLAND AND WALES—

	N.W.C. Full Scale	N.W.C. Modified Scale	Other Scales	Total
C.C.	2	6	25	33
C.B.	18	10	36	64
Met. B.	—	15	6	21
B.	61	13	88	162
U.D.	112	14	125	251
R.D.	62	19	53	134
Other Auths.	18	3	29	50

SCOTLAND—

C.C.	—	—	10	10
Burghs	—	—	33	33
Other Auths.	—	—	3	3

This month's list, which is additional to those published in previous issues, is:

ENGLAND AND WALES WHITLEY COUNCIL SCALE

Bonus of 6 per cent on first £300 of salary and 3 per cent on salary in excess of £300, or of £200, whichever is the less.

COUNTY COUNCIL	BOROUGH
Soke of Peterborough	Windsor
URBAN DISTRICTS	
Kenilworth	Minehead
Keynsham	Newton Abbot
RURAL DISTRICTS	
Atherstone	Repton
Loddon	Uttoxeter
OTHER AUTHORITIES	
North West Midlands Joint Electricity Authority	Walsingham
Union of Educational Institutions	

WHITLEY SCALE MODIFIED

Bilston—6 per cent on first £300 from April 1.
Hertford—Whitley scale up to £500; no bonus on salaries over £500.

Cleveland—6 per cent on first £300.
Ottley St. Mary—6 per cent on salaries up to £300.
Bradfield—6 per cent on salaries up to £275.
Ploughley—6 per cent on all salaries.

LONDON DISTRICT COUNCIL SCALE
Six per cent on all salaries or 6 per cent on £300, whichever is the less.

METROPOLITAN BOROUGH
Greenwich
Holborn
Lambeth
Penge
URBAN DISTRICT

OTHER SCALES COUNTY COUNCILS

Devonshire—5s. p.w. to married, 2s. 6d. to single officers earning up to £225; salary and bonus not to exceed £225.

East Sussex—6 per cent to married male non-resident officers, 4 per cent to other non-resident officers, provided salary and bonus does not exceed £275 12s. for married men and £270 8s. for others.

Huntingdonshire—One scale increment on all salaries up to £225; i.e., £12 10s. for juniors earning from £50 to £150, and £15 for officers earning from £150 to £225.

Middlesex—1s. 6d. p.w. to women, 2s. 6d. to men under 21; 3s. p.w. to women, 5s. to men over 21, earning up to £4 16s. p.w. or £250 p.a., with marginal adjustments at £4 16s. p.w. or £250 p.a.

METROPOLITAN BOROUGH
Wandsworth—6 per cent on salaries up to £4. p.w.; officers under 21 excluded.

BOROUGH
Brentford and Chiswick—5s. p.w. on salaries up to £220.
Chippenham—6 per cent on salaries up to £250.
Epsom and Ewell—6 per cent on salaries up to £275; salary and bonus not to exceed £275.
Wallingford—5 per cent on first £200, 3 per cent on remainder; from July 1.

URBAN DISTRICTS

Baildon—£10 p.a. over 21, £5 p.a. under 21, on salaries up to £300.

Coseley—10 per cent on salaries up to £125; 6 per cent up to £250.

Cuckfield—Civil service scale, i.e., 1s. 6d. p.w. under 18; 2s. 6d. between 18 and 21; officers over 21: 3s. p.w. on salaries up to 40s.; 4s. between 40s. and 50s.; 5s. between 50s. and 95s.; nothing over 95s.

Dawlish—5 per cent on first £300.

Enfield—6 per cent on salaries up to £260, with marginal adjustment to £275 10s.

Fareham—1s. 6d. p.w., plus 41d. p.w. for each dependant child for each 5 points rise in cost-of-living index above £155 to married men and widowers earning up to £400 (where man and wife both employed, aggregate salary must not exceed £400); one-third above rate to other staff earning up to £150; with marginal adjustments at £400 and £150.

Friern Barnet—Civil service scale (see Cuckfield, above).

Havant and Waterloo—Each case on merits. Two officers have been given £20, six officers £10, and all temporary women clerks 5s. p.w.

Ospington—Civil service scale (see Cuckfield above).

Uttoker—5s. p.w. to married, 3s. to single officers, from October 1; clerk and medical officer excluded.

Whitley and Monkseaton—4s. p.w. on salaries up to £300.

RURAL DISTRICTS

Barnet—Civil service scale (see Cuckfield above).

Chelmsford—6 p.c. on salaries up to £200; £15 p.a. between £200 and £500.

Godstone—Civil service scale (see Cuckfield above).

War Pay Position

AT the time of going to press, 1120 local authorities had reached decisions on the making up of war service pay. The position then was:

ENGLAND AND WALES

	Full Pay	Qual. Pay	No Pay	No Decn.
County Councils	25	35	—	—
County Boroughs	33	48	2	—
Met. Boroughs	27	2	—	—
Boroughs	116	109	20	64
Urban Districts	141	142	54	235
Rural Districts	107	127	20	221
Others	17	10	—	—

SCOTLAND

County Councils	4	25	1	3
Burghs	6	38	8	143
Others	1	1	—	—

Total	477	537	105	666
Percentage of total decisions	42.6	48	9.4	

Magor and St. Mellons—4s. p.w. on salaries up to £350; from July 1.

Swaffham—5 p.c. on first £300, 2 1/2 p.c. on next £200.

Winchester—Same as Fareham U.D. above.

OTHER AUTHORITIES

Mid-Sussex Joint Water Board—Civil service scale (see Cuckfield above) on salaries up to £350.

SCOTLAND

SCOTTISH WHITLEY COUNCIL SCALE

Five p.c. on salaries under £250.

OTHER AUTHORITIES

Stirlingshire and Falkirk Water Board.
Dundee Library Committee.
Clydebank and District Water Trust.

OTHER SCALES BURGH

Lochgelly—3s. p.w. to women officers and proportionate bonus to apprentice in surveyor's dept., who is the only male member of the staff.

AMENDMENTS

ENGLAND AND WALES

COUNTY COUNCILS

Glamorgan—Has granted a further 4s. p.w. from July 1 to bonus previously granted (see March L.G.S.).

COUNTY COUNCILS

Southampton—Previous amended decision (reported in August) rescinded. Now giving 2s. 6d. p.w. on salaries up to £100, 5s. between £100 and £200, and 7s. 6d. between £200 and £500, from May 15 for permanent officers and from August 1 for temporaries. Emoluments included in salary; officers receiving ration allowance excluded.

BOROUGH

Workington—Previous decision (reported in March) rescinded; now giving 7s. p.w. to officers over 21 (those now receiving higher bonus unaffected) and 5s. p.w. under 21.

Tamworth—Previous decision (reported in October) rescinded; now paying Whitley scale in full.

BLACKLISTED

The following local authorities have ignored the appeal made by the Minister of Health for a "fair and reasonable" interpretation of the "gentlemen's agreement" for the making up of war service pay. They are under no obligation to employees fighting for the civilization for which they stand, and they are paying those employees nothing.

ENGLAND AND WALES

COUNTY BOROUGH

Bolton	Burnley	
Accrington	Darwen	Port Talbot
Brigholton	Haslingden	Rawtenstall
Brigholton	Jarrow	Stamford
Cleithor	Nelson	Tewkesbury
Cole	Kirw. Romney	Todmorden
Congleton	Ossett	Wrexham

URBAN DISTRICTS

Abercarn	Hebden Royd	Portland
Aberdare	Ince-in-	Poulton-le-Fylde
Ashton-in-	Makerfield	Prestatyn
Makerfield	Kempston	Ripponden
Atherton	Leighton	Royton
Barnoldswick	Buzzard	Seaham
Barrowford	Littleborough	Skegness
Bedworth	Little Lever	Skipton
Bingley	Llandudno	Staines
Brierfield	Llanfyllfechan	Stroud
Caerphilly	Maltby	Swadincote
Carlton	Milnrow	Walton-le-Dale
Cirencester	Mountain Ash	Wardle
Clayton-le-	Newquay	Washington
Moors	Normanton	Westhoughton
Ebbw Vale	Oswaldtwistle	Whitby
Featherstone	Padstow	Whitworth
Gt. Harwood	Penrith	Wombwell
Haydock	Pontypridd	Worsley

RURAL DISTRICTS

Burnley	Droitwich	Okehampton
Carmarthen	Evesham	Oswestry
Cheadle	Garstang	Pontardawe
Cirencester	Haverfordwest	Shipston-on-
Clown	Hitchin	Stour
Congleton	Horsham	Wadebridge
Cowbridge	Ledbury	Wakefield
	Llanelli	

SCOTLAND

Fife C.C.	Dunfermline B.	Leven B.
Buckhaven and Methil B.	Forfar B.	Port Glasgow B.
	Kirkcaldy B.	Wick B.
	Lochgelly B.	

Officers seeking new appointments will no doubt, keep these authorities in mind.

In view of the small number of changes now being made in the Blacklist, and the pressure on our space, publication of the list will be discontinued after this month.

URBAN DISTRICTS

Esher—Previous decision granting 4 p.c. on salary up to £300 rescinded; now paying Whitley scale up to £500, from September 1; no bonus over £500.

Pontypridd—Has given additional bonus of 4s. p.w. from July 8, making 8s. p.w. in all.

Thurrock—Previous decision (reported in March) rescinded; now paying Whitley scale up to £500 with minimum bonus 3s. p.w.

RURAL DISTRICTS

Neath—Previous decision (reported in May) to adopt Whitley council scale rescinded.

SCOTLAND

COUNTY COUNCILS

Dumbarton—Now adopted Scottish Whitley scale.
Clydebank—Now adopted Scottish Whitley scale.
Kirkcaldy—Now adopted Scottish Whitley scale.

LOGIC!

A NALGO divisional officer who visited North Wales recently, swears to the truth of the following:

At a coastal town which shall be nameless he was assailed by a charming feminine member who complained bitterly that she got nothing in return for her subscription of 15s. a year. In the most bewitching of Welsh accents she admitted that, thanks to NALGO, she would shortly receive a cost-of-living bonus of about £10 a year; that, again thanks to NALGO, when, in the near future, she was called up for war service of some kind she would get her pay made up by the council. Nevertheless, with devastating female logic she retorted: "Anyway, I shall have to pay income-tax on it—and I still think I get nothing for my 15s. a year!"

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If it is your desire to make progress and establish yourself in a good career, write to us for free particulars on any subject which interests you. If your career is undecided, write and tell us of your likes and dislikes, and we will give you practical advice as to the possibilities of a vocation, and how to succeed in it. You will be under no obligation whatever. It is our pleasure to help. We never take students for courses unless we feel satisfied they are suitable. Do not forget that success is not the prerogative of the brilliant. Our experience of over 20 years proves that the will to succeed achieves more than outstanding brilliancy.

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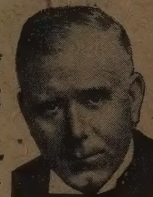
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